



**Talk management**

**30 Juin 2021**

**15h30-16h00**

**Développer les compétences  
en période de crise**

**Khalil TARHOUNI**

**Directeur des Projets & Chief Growth Officer  
Timsoft Group**

**Lifelong learning / formation continue**

**Plan de développement personnel**

**Développer ses compétences en période de crise (et au-delà)**

**85% des emplois de 2030  
n'existaient pas en 2017**

## Future Work Skills 2020

While all six drivers are important in shaping the landscape in which each skill emerges, the color-coding and placement here indicate which drivers have particular relevance to the development of each of the skills.

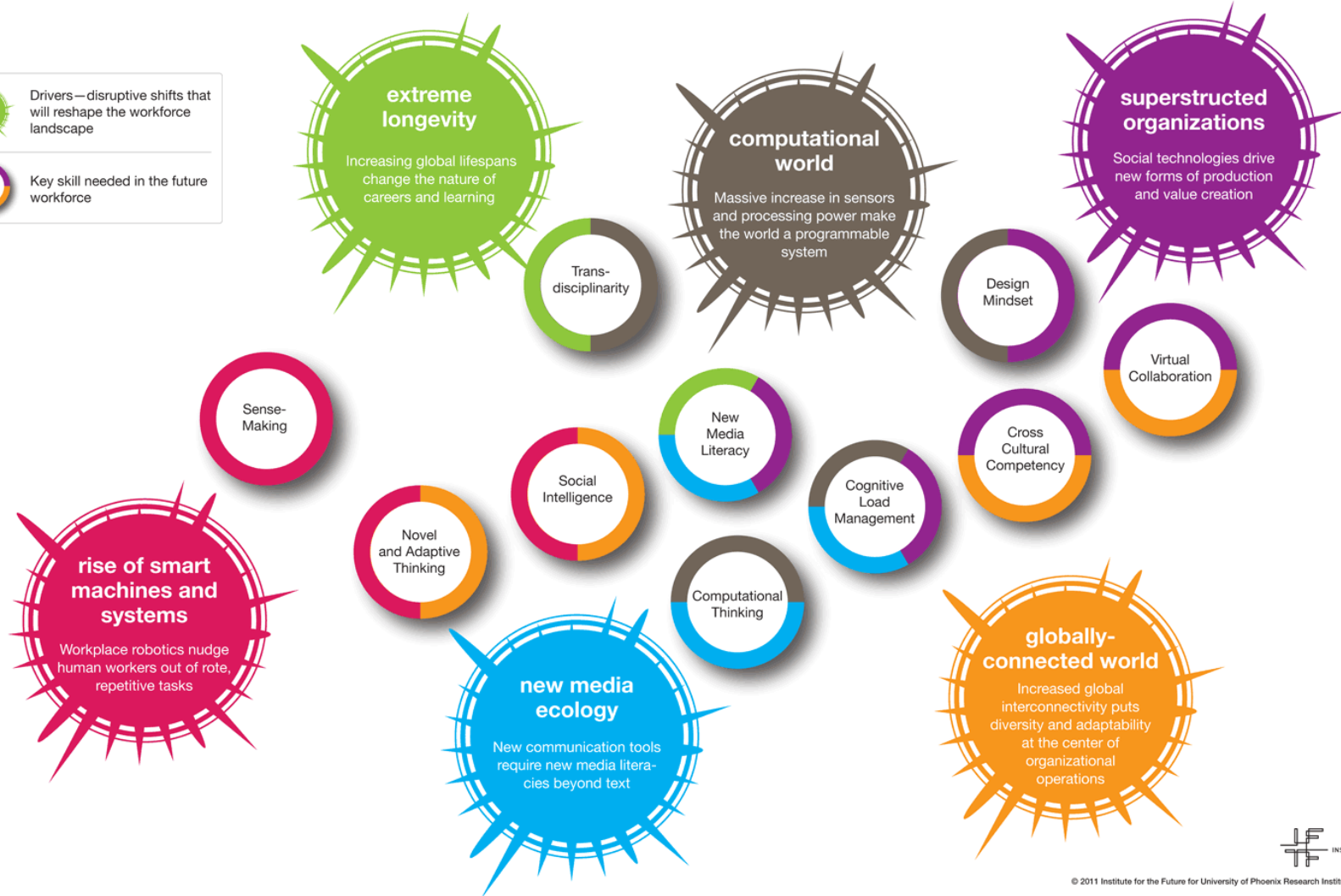
### KEY



Drivers—disruptive shifts that will reshape the workforce landscape



Key skill needed in the future workforce



**L'apprentissage tout au long de la vie est la poursuite « continue, volontaire et auto-motivée » de la connaissance pour des raisons personnelles ou professionnelles.**

**Par conséquent, il améliore non seulement l'inclusion sociale, la citoyenneté active et le développement personnel, mais aussi l'autonomie, ainsi que la compétitivité et l'employabilité.**

## Continuing Professional Development record



NAME: ..... MEMBERSHIP NUMBER: .....

COVERING THE PERIOD FROM: ..... TO: .....

*This record sheet is for your guidance only - you may present your development plan in any other format.*

Key dates	What did you do?	Why?	What did you learn from this?	How have/will you use this? Any further action?
January to April	I managed a project to implement a new information database, co-ordinating the work of technical and functional specialists. The project was successfully completed on the scheduled date.	I have not previously taken the lead role on such a project, but recognised that I needed that experience to demonstrate my ability in that area. The opportunity arose, I asked to be considered for the role and was selected.	The importance of working to an agreed, timed project plan with clear allocation of task responsibility. An appreciation of the importance of different roles and varying styles within a project team.	I used the skills that I developed to improve my completion within time scales of tasks in my current role. I also utilised project planning techniques to help me take fuller account of the range of factors involved when setting realistic team targets. I will be regularly reviewing progress against these targets.
June 2 & 3	I attended a two-day training course for new members of IIP recognition panels.	I had been invited to sit on panels considering local organisations aiming for IIP status.	I gained a greater understanding of IIP - how it can be used as a framework to improve an organisation's effectiveness, and the importance of IIP being embedded into the overall culture of the organisation to ensure that it can be sustained.	I have sat on two panels so far, and surprised myself at the level of contribution I am already able to make. My own organisation is about to begin working towards IIP, and the knowledge I have recently acquired and my developing skills in this area will enable me to contribute productively to our own action plan for achieving IIP.
September to December	I undertook a ten-week evening course in conversational French.	I shall be taking a holiday in France with my family this year.	I learned enough French to be able to get by on holiday - and also found that I had a considerable aptitude for the language, which was something of a bonus.	Apart from enjoying our holiday, I would now like to study French in more depth. My company deals with a number of French clients, and I would like to become sufficiently fluent to get involved in that aspect of the business.
October 15	I read a feature article in <i>People Management</i> about the development and operation of the Institute's CPD policy.	The need for me to do something about my CPD had been identified in my last appraisal, and I noticed the article on skimming the contents of this issue of PM.	I discovered that I am actually already undertaking CPD activity, but not making the best use of it because I am not putting enough thought into my development plan for the future. I also found out that the process for membership upgrading has changed, enabling me to combine a one-year development record and one-year development plan now with a commitment to provide the same in each of the next two years.	I have already put together a development plan for the coming year, and using this and my existing development record (ensuring that I have shown how I am applying the learning!) I shall apply next month for upgrading to full Membership. I have to make it a regular part of my work to update my development record and plan, and I will introduce the process into the objectives of all staff in my department at their next review.



## Continuing Professional Development plan



NAME: ..... MEMBERSHIP NUMBER: .....

COVERING THE PERIOD FROM: ..... TO: .....

*This record sheet is for your guidance only - you may present your development plan in any other format.*

### Planned outcome

Where do I want to be by the end of this period? What do I want to be doing? (This may be evolutionary or 'more of the same'.)

You might want to:

- be in employment/self employment/retired/on maternity leave/on a career break/working full-time/doing a job share
- have been promoted to...
- have upgraded your CIPD membership to...
- have changed employment status to...
- be living in...

What do I want/need to learn?	What will I do to achieve this?	What resources or support will I need?	What will my success criteria be?	Target dates for review and completion
<p>Be specific - clearly describe what you are planning to learn.</p> <p>Check - is this realistic, but challenging?</p>	<p>Take account of your preferred learning style.</p> <p>Detail the specific actions you are planning.</p> <p>Plan a mix of activities (work based, formal development, informal and self-directed learning and activities outside work).</p>	<p>The costs in time and money.</p> <p>Whose support do you need to turn this plan into reality - a colleague, manager, mentor, employer, friend, CIPD branch adviser etc?</p> <p>Support is often essential in making informed decisions and to provide you with ongoing motivation to keep you on target.</p>	<p>What will you have learned (learning outcomes)? This is the measure to show that you have achieved your objectives. This could be a qualification, e.g. CIPD professional qualification or NVQ units; volume or quality of work required, e.g. against key result areas, performance indicators; the implementation of new legislation; being able to put new skills into practice, e.g. using negotiation skills in order to win a contract; improved management effectiveness, e.g. in appraisal techniques.</p>	<p>The date by which you plan to review your progress - be realistic!</p> <p>The date by which you intend to have achieved this part of your development plan. Again, be realistic - small successes achieved quickly will provide motivation towards longer term goals.</p>

# What are the best MOOC platforms to take online courses? Here are our top 10:

1. [Canvas Network](#)

2. [Cognitive Class](#)

3. [Coursera](#)

4. [edX](#)

5. [FutureLearn](#)

6. [iversity](#)

7. [Kadenze](#)

8. [Khan Academy](#)

9. [Udacity](#)

10. [Udemy](#)





# Talk management : Développer les compétences en période de crise

## Welcome back, Khalil Tarhouni

Some items for you since your last visit:

900 XP

**CHALLENGE**

**Power Platform App Maker**

Next module: [Use and understand Controls in a canvas app in Power Apps](#)

53% Dismiss Resume

2700 XP

**LEARNING PATH**

**Collaborate with SharePoint in Microsoft 365**

Next module: [...](#)

options

3400 XP

**LEARNING PATH**

**Use the UI and controls in a canvas app in Power Apps**

Next module: [...](#)



Search for modules, trails, and more...

**Good morning, Khalil.**

You have 3,300 points  
Earn 5,700 more points to reach Adventurer rank.

**Recommendations**

- Module  
**Accounts & Contacts for Lightning Experience**  
Discover how accounts and contacts work together in Salesforce.  
+600 Points -30 mins
- Module  
**Accounts & Contacts for Salesforce Classic**  
Discover how accounts and contacts work together in Salesforce.  
+1,000 Points -35 mins

LEARNING Browse

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## Weekly goal

Jun 27 to Jul 3 Edit goal

**0/30**  
minutes

You've got this! Start learning to reach your goal.

Last week: 0 minutes

In progress Saved

**Become an Agile Project Manager** Show all (11)  
 LEARNING PATH · 6h 38m 52s left

**Employer Branding on LinkedIn**  
 COURSE · 31m 24s left

## Live office hours with experts

IN 1 DAY IN 1 DAY IN 1 DAY IN 1 DAY IN 2 DAYS

EVENT  
 Overflow with Morten: AMA and Other Things  
 72 interested

EVENT  
 New Features in Premier and After Effects  
 13 interested

Contacts Conversations Marketing Vente Service Automatisation Rapports

Catalogue Mon espace Mes favoris Mon équipe

Guide d'utilisation du logiciel

## HubSpot Academy

Développez vos compétences professionnelles grâce aux formations gratuites HubSpot Academy disponibles en ligne.

### Catégories

- Marketing
- Vente
- Services
- Conception de site web
- Développement web
- Confidentialité des

### Recommandé pour vous

Parce que vous avez pris **Inbound Sales** et **Delivering Personalized Sales Presentations**

<p>VENTE</p> <p><b>Sales Enablement</b></p> <p>CERTIFICATION</p> <p>13 modules   6 heures</p>	<p>VENTE</p> <p><b>Identifiez les frictions qui freinent votre équipe commerciale.</b></p> <p>MODULE</p>	<p>VENTE</p> <p><b>Sales Management Training: Strategies for Developing a Successful Modern Sales Team</b></p> <p>CERTIFICATION</p>
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**Vous êtes vos propres limites**

**Moins d'excuses, plus d'actions**

**Work smart, not hard**

**Merci pour votre attention**

**[linkedin.com/in/khaliltarhouni](https://www.linkedin.com/in/khaliltarhouni)**