



*Het is een uitdaging om elke medewerker aan het
leren te krijgen.*



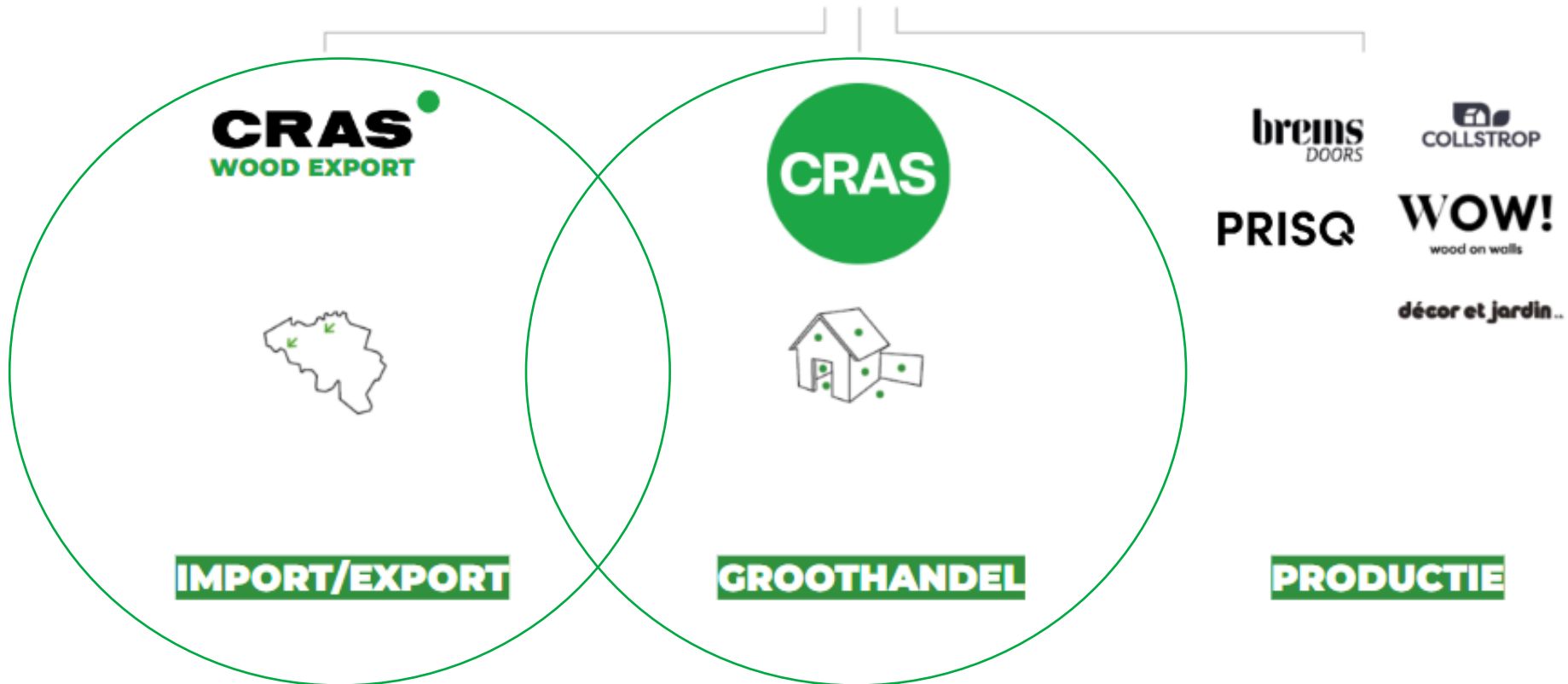
AGENDA

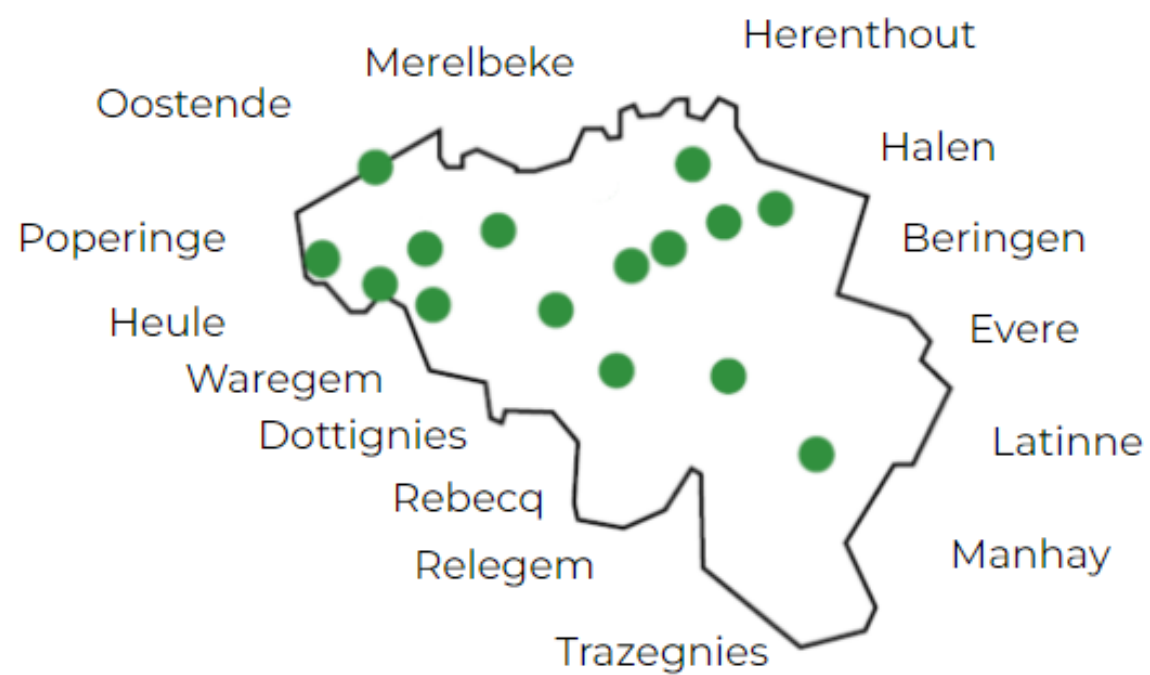
1. Cras Woodgroup
2. Waarom LeaP!
3. Het project
4. De resultaten
5. Next steps
6. Q&A



HOUT, ONZE ROOTS

CRAS[®] WOODGROUP





**NATIONAAL
NETWERK**



**1 STOP
SHOP**

CRAS
WOODGROUP

CRAS
WOOD EXPORT



IMPORT/EXPORT



GROOTHANDEL

brems
DOORS

COLLSTROP

PRISQ

WOW!
wood on walls

décor et jardin..

PRODUCTIE

FACTS & FIGURES



OMZET

160.000.000 EUR



COLLEGA'S

450



OPP.
OVERDEKT

700.000 m²
360.000 m²



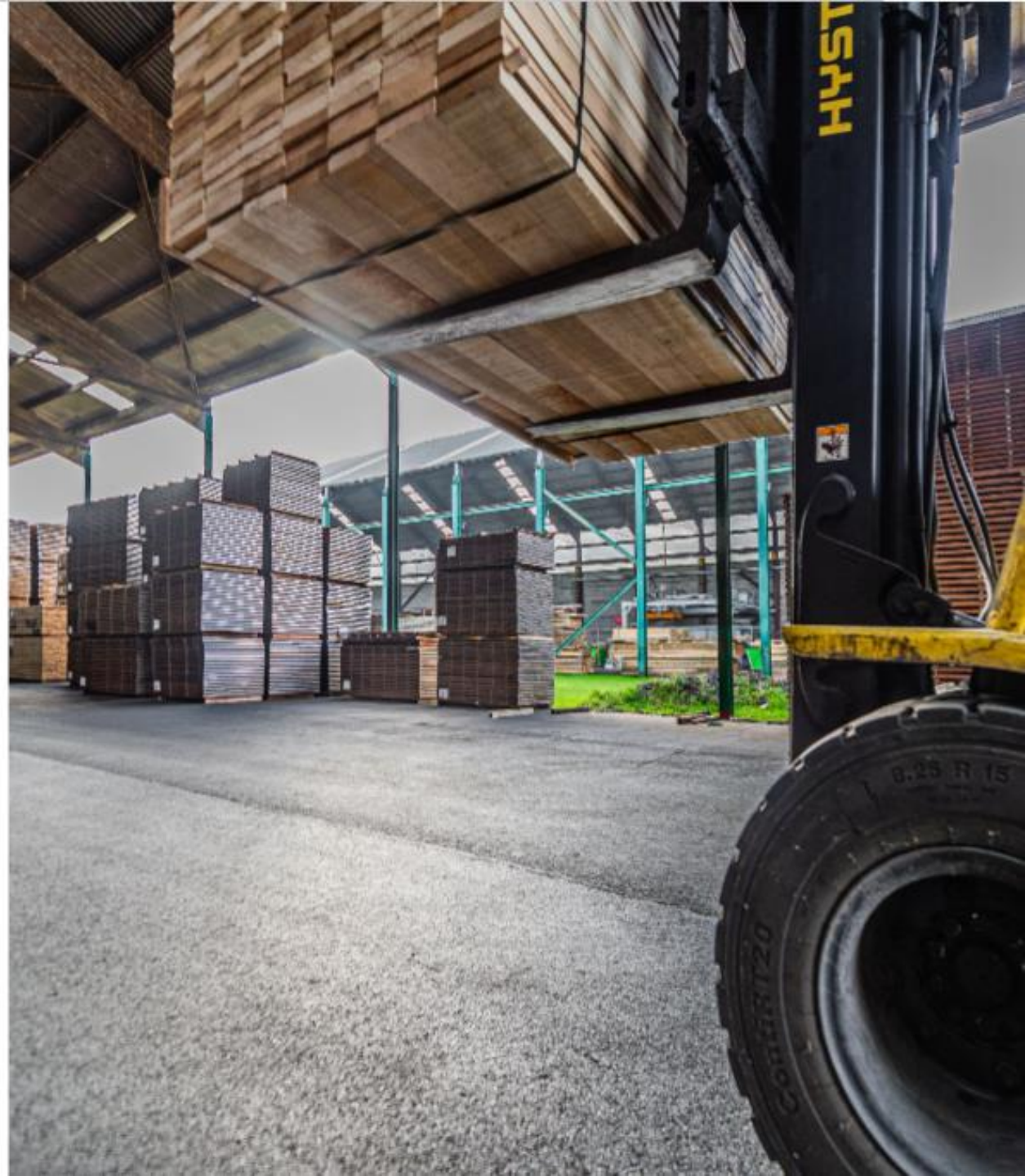
ROLLEND
MATERIEEL

42 trucks
90 trailers
90 heftrucks



ZONNE
PANELEN

37.000 m²
90% totaal verbruik



TEAMWORK

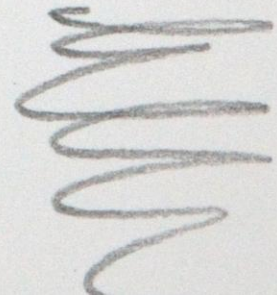
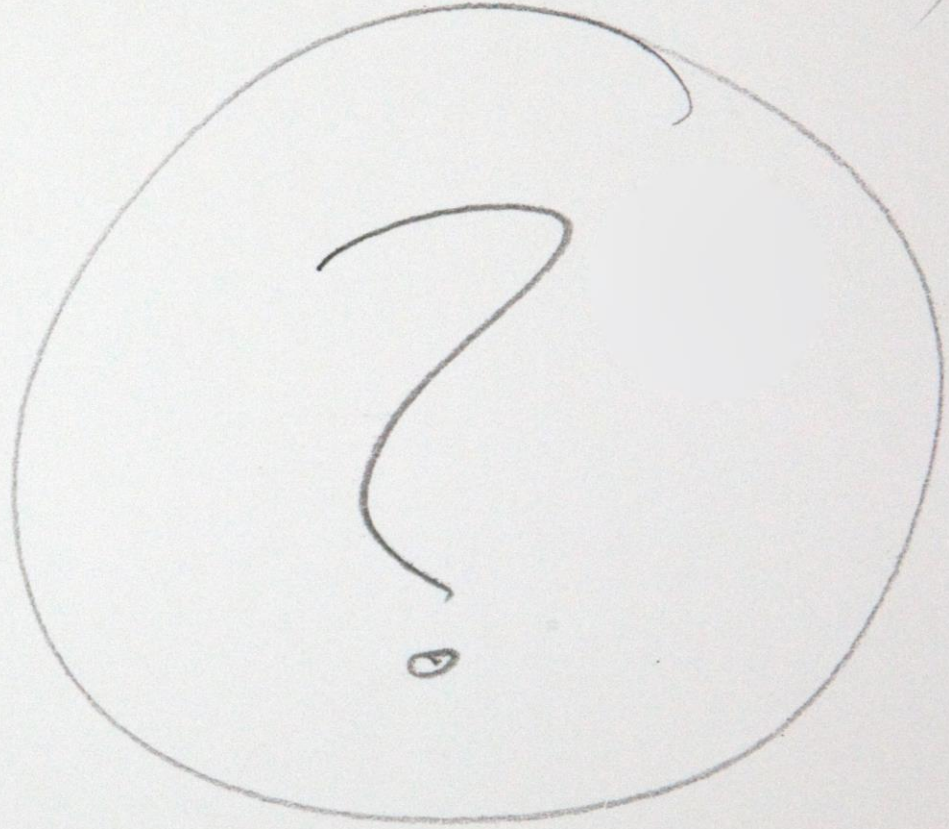
450 Woodbelievers





*Een learning platform én een oproep om sprongen te maken naar de
beste versie van jezelf*

1 | WAAROM LEAP! ?





*Customer
centricity*

Experten!

A man in a light blue patterned shirt and a woman in a dark blue top are looking at a magazine together. The man is pointing at a page in the magazine. The woman is holding the magazine. A green circle with the text 'Kennis delen' is overlaid on the image.

Kennis delen

A photograph of two men in an office setting. The man on the left, wearing a black t-shirt with 'SRS WOODSP' on it, is leaning over the desk. The man on the right, wearing a blue button-down shirt, is sitting at the desk and looking down at some papers. The desk is cluttered with various office supplies, including a calculator, a telephone, and stacks of papers. In the background, there is a window and a printer. A green circular graphic with white text is overlaid on the right side of the image.

*Persoonlijke
groei &
ontwikkeling!*

The logo features the word "CRAS" in a large, white, sans-serif font. The letters are partially framed by three overlapping circular shapes: a green circle on the left, a light-colored wood-textured circle in the middle, and another green circle on the right. The background is a solid dark green.

CRAS

**WOOD
EXPERTS**

2 | HET PROJECT



L&D ANNO 2022



HR



A photograph of two people shaking hands in a bright, modern office environment. The person on the left is wearing a light-colored sweater, and the person on the right is wearing a brown sweater. A green banner with white text is overlaid on the image.

Zoektocht naar een L&D coördinator!

VERLOOP PROJECT

13/06/2022
Welkom, L&D
Coördinator



EEN AMBITIEUZE TRIP



ANALYSE



DOELGROEP



Alle Cras medewerkers!



PLAN

First things first:
Getting the **basics** right!



PLAN



CRAS



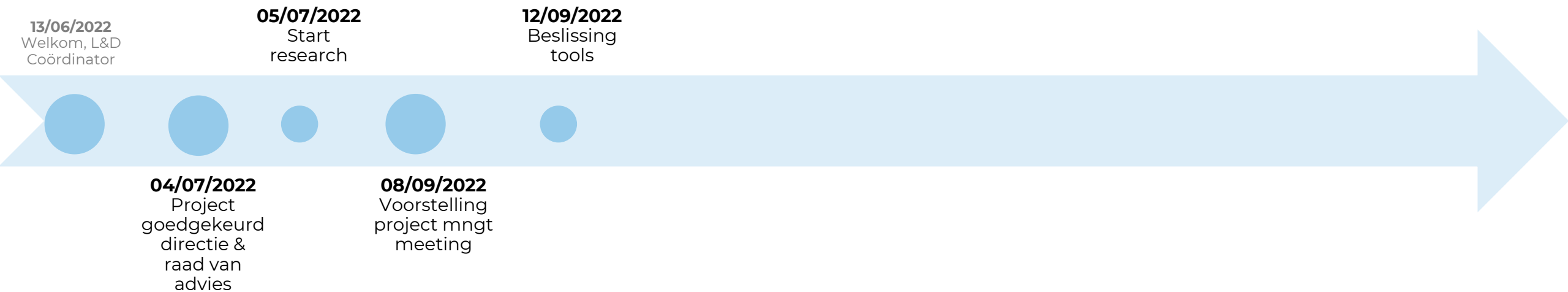
Tools!

VISIE

Leren = gedeelde verantwoordelijkheid!



VERLOOP PROJECT



TOOLS

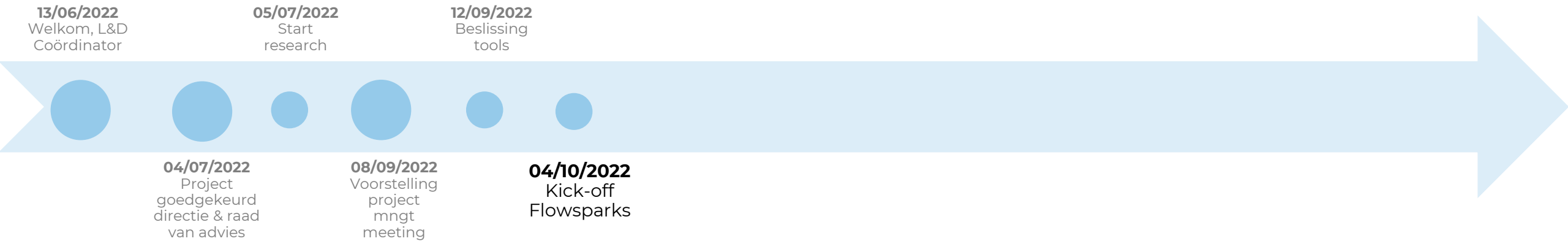


~~SwipeGuide.~~

imc
part of **Scheer**

goodhabitz
online training

VERLOOP PROJECT



VERLOOP PROJECT



LMS

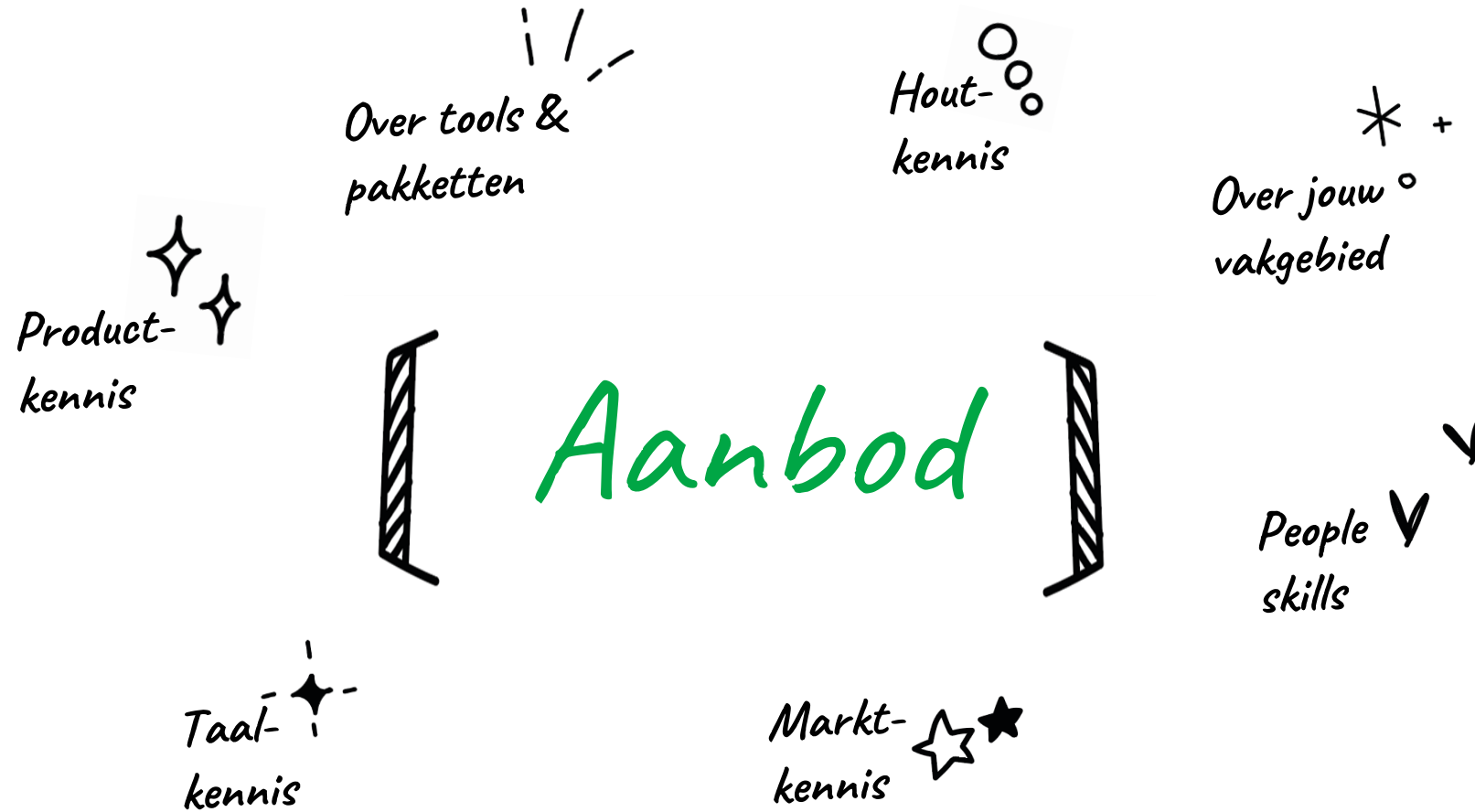
imc
part of **Scheer**

Doel:

- Kennis opbouwen, verspreiden, verankeren
- Leren toegankelijk voor elke MW
- MW ondersteunen & stimuleren in zijn ontwikkeling
- Opvolging
- Registratie alle initiatieven

Doelgroep:

- Arbeiders
- Chauffeurs
- Bedienden
- Uitzendkrachten



LMS





maandag 4 september



#HRheeftnieuws



VERLOOP PROJECT





Werkgroepen onboarding



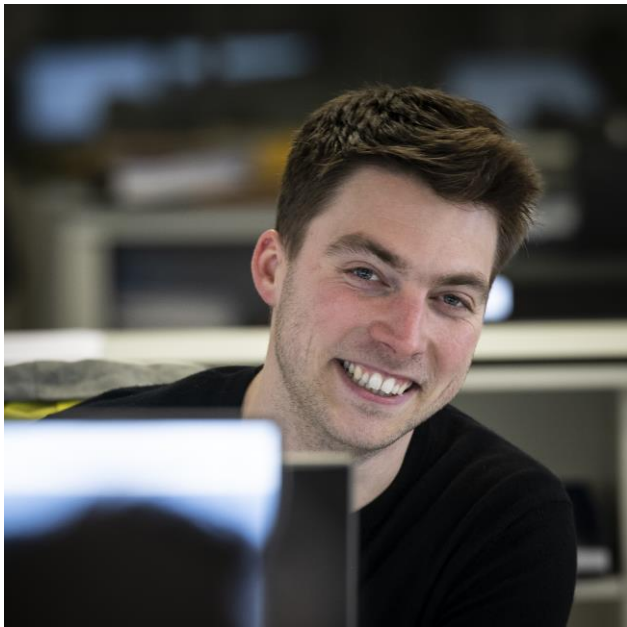
Doel:

- Uniforme & goede onboarding in elke vestiging
- Betere integratie in bedrijf
- MW sneller operationeel
- Opvolging van elke nieuwe MW

Doelgroep:

- Alle nieuwe medewerkers (incl. uitzendkrachten)

Werkgroepen onboarding



VERKOOP



LOGISTIEK

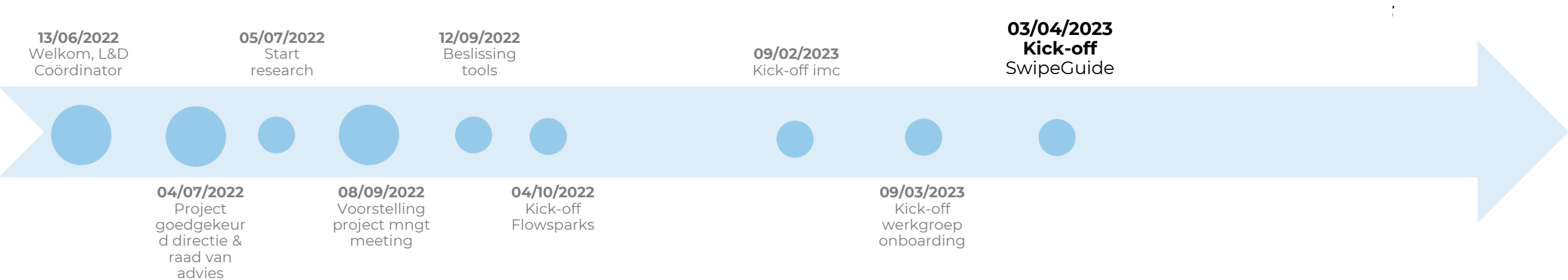


PRODUCTIE



ALGEMEEN

VERLOOP PROJECT





SwipeGuide

Doel:

- Productie arbeiders sneller/ efficiënter opleiden
- Productie arbeider wordt multi-inzetbaar
- Uniformiteit gebruik machines
- Verhoging kwaliteit van de productie



SwipeGuide

Pilootproject:

Doelgroep:

- Productie arbeiders Massief

Aanbod:

- Handleidingen machine W3
- Checklist kwaliteit

Doorlooptijd:

- 1 maand

Co-creatie:

- Proces expert en arbeiders

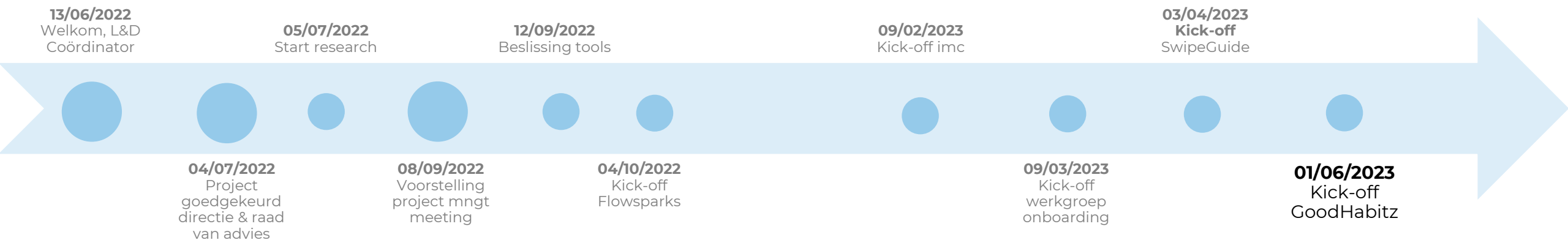
SwipeGuide



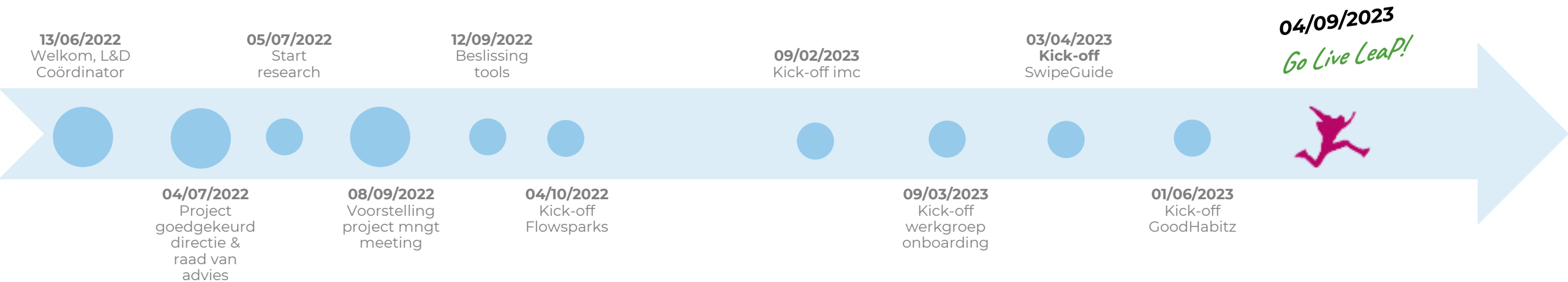
't is poepsimpel!



VERLOOP PROJECT



VERLOOP PROJECT





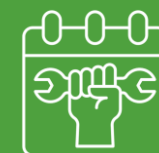
INVESTERING



Licenties:
€ 54 908



Implementatie:
€20 990



Mandagen:
+/- 260



3 | DE RESULTATEN



IMPACT



Learning & development!

IMPACT



Onboarding:

- Gestructureerd & duidelijk verloop
- Bevat alle noodzakelijke basis informatie
- MW tevreden van traject en opvolging



Kennis machines:

- Arbeiders multi inzetbaar
- Arbeiders sneller opgeleid



Persoonlijk ontwikkeling:

- Soft skill opleiding professioneel & privé
- Upgrade Excel skills MW
- Onderhandelen, klanttevredenheid, time mngt, etc.

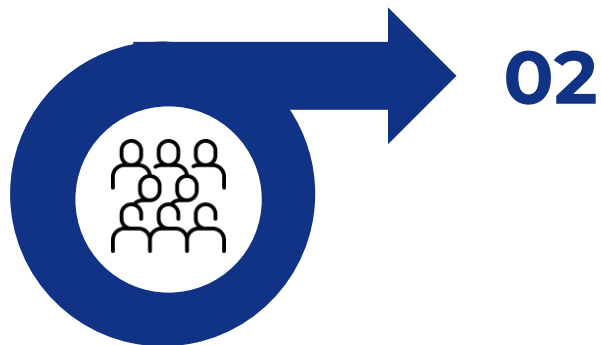
SUCCESSFACTOREN



Buy-in:

- Directie
- Raad van advies
- Leidinggevenden
- Medewerkers

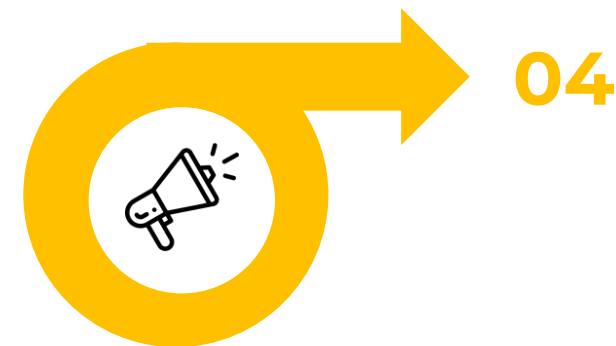
'Sense of urgency'



Resources

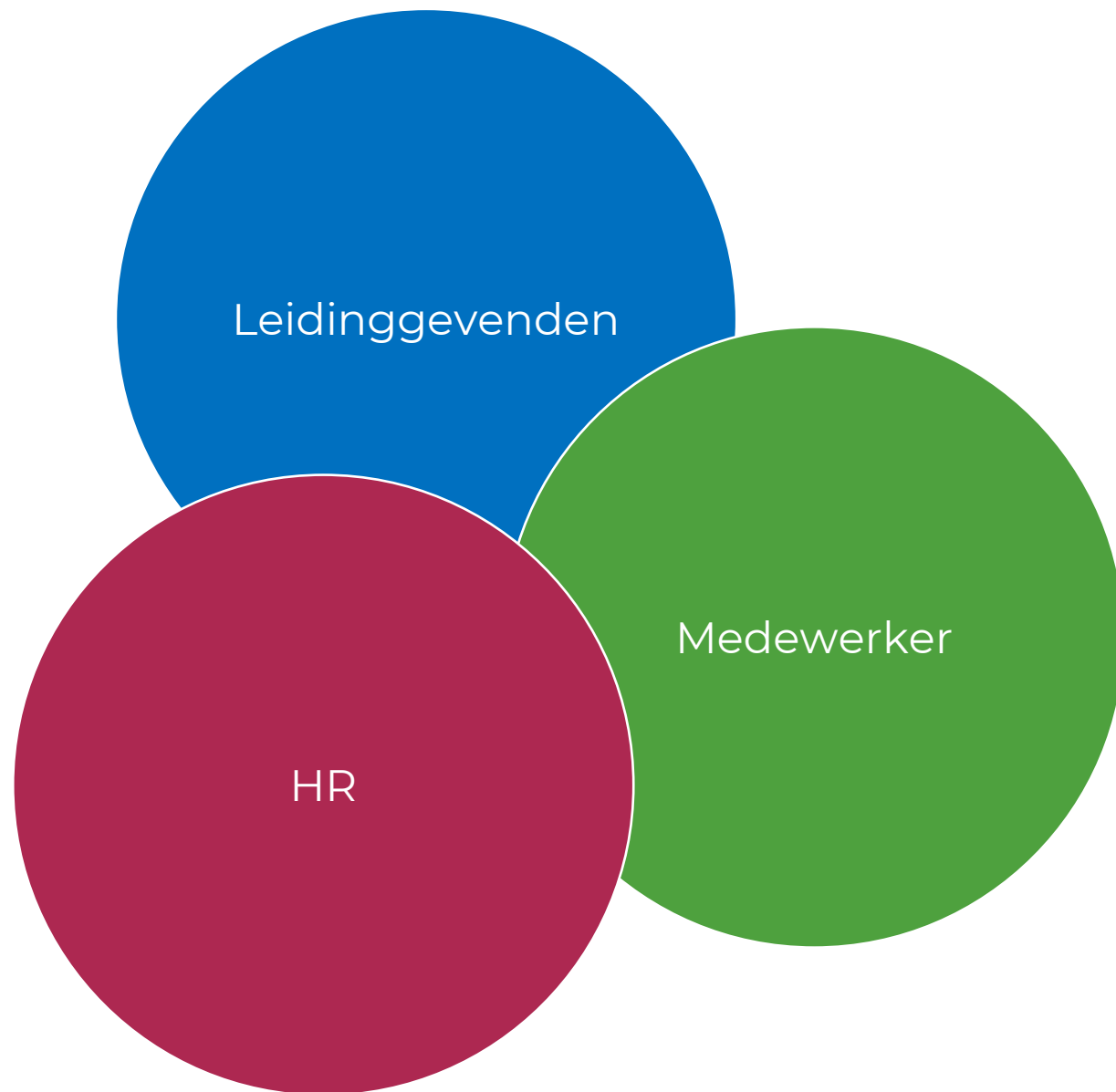


Budget

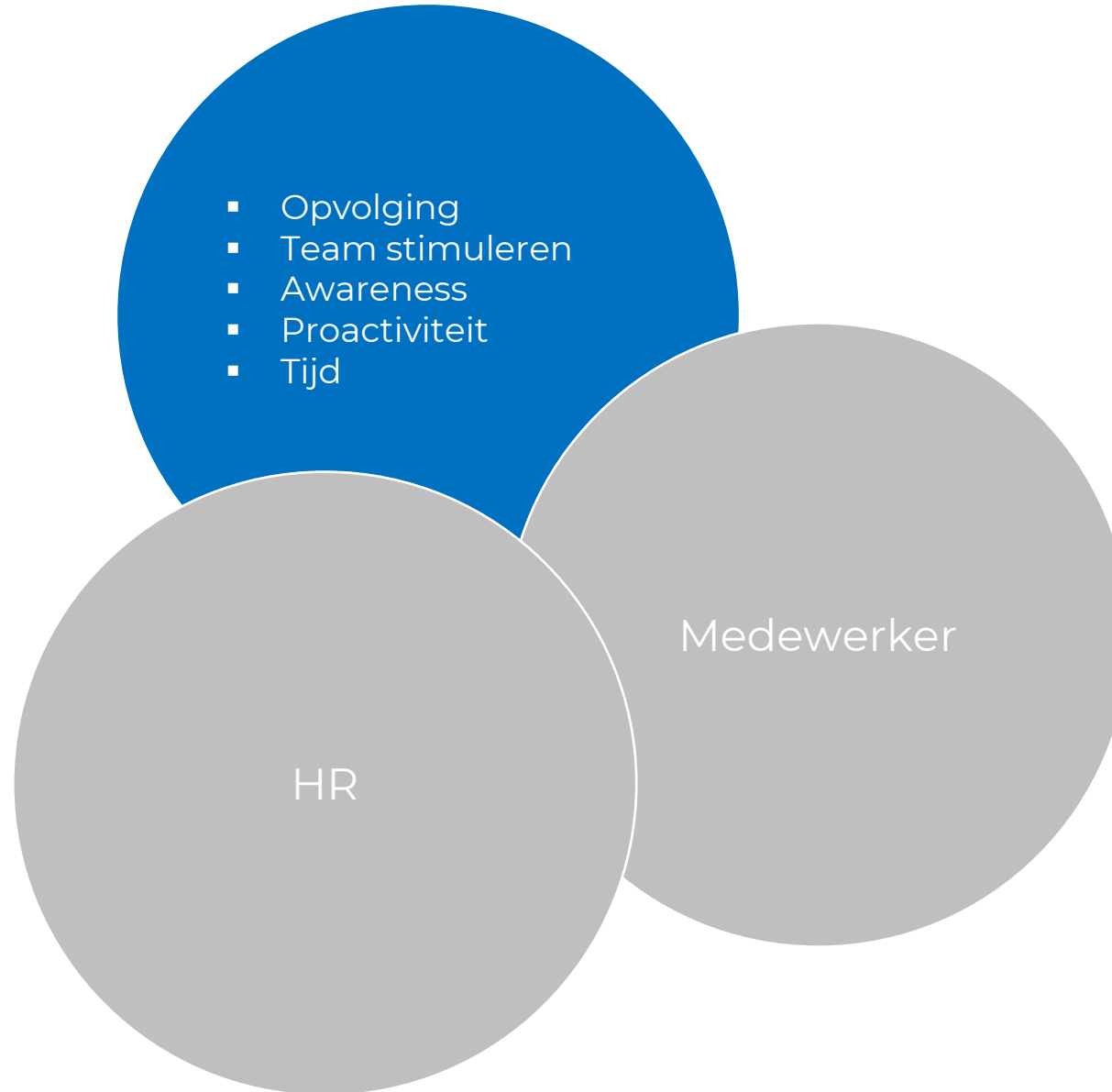


Communicatie

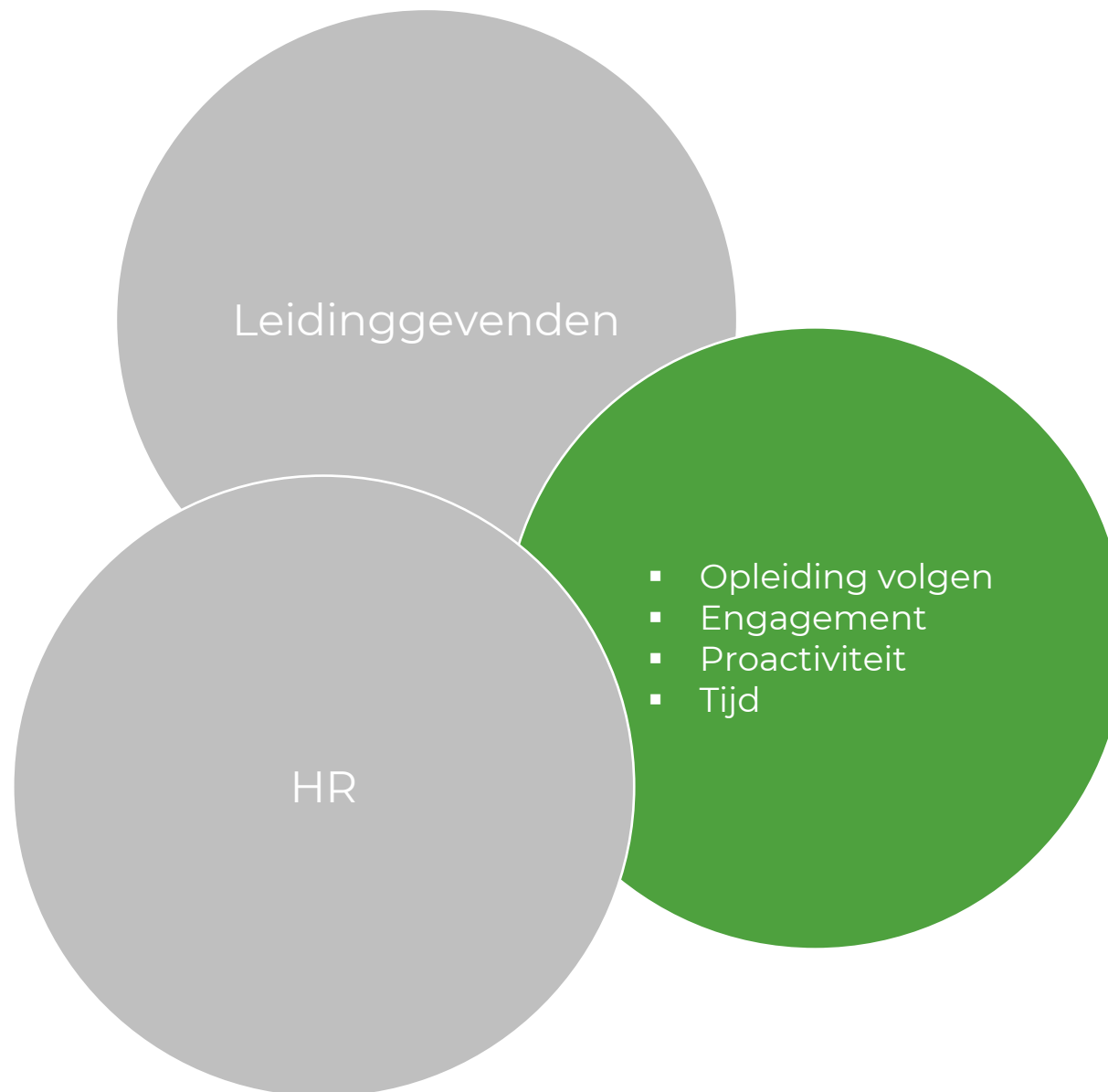
UITDAGINGEN



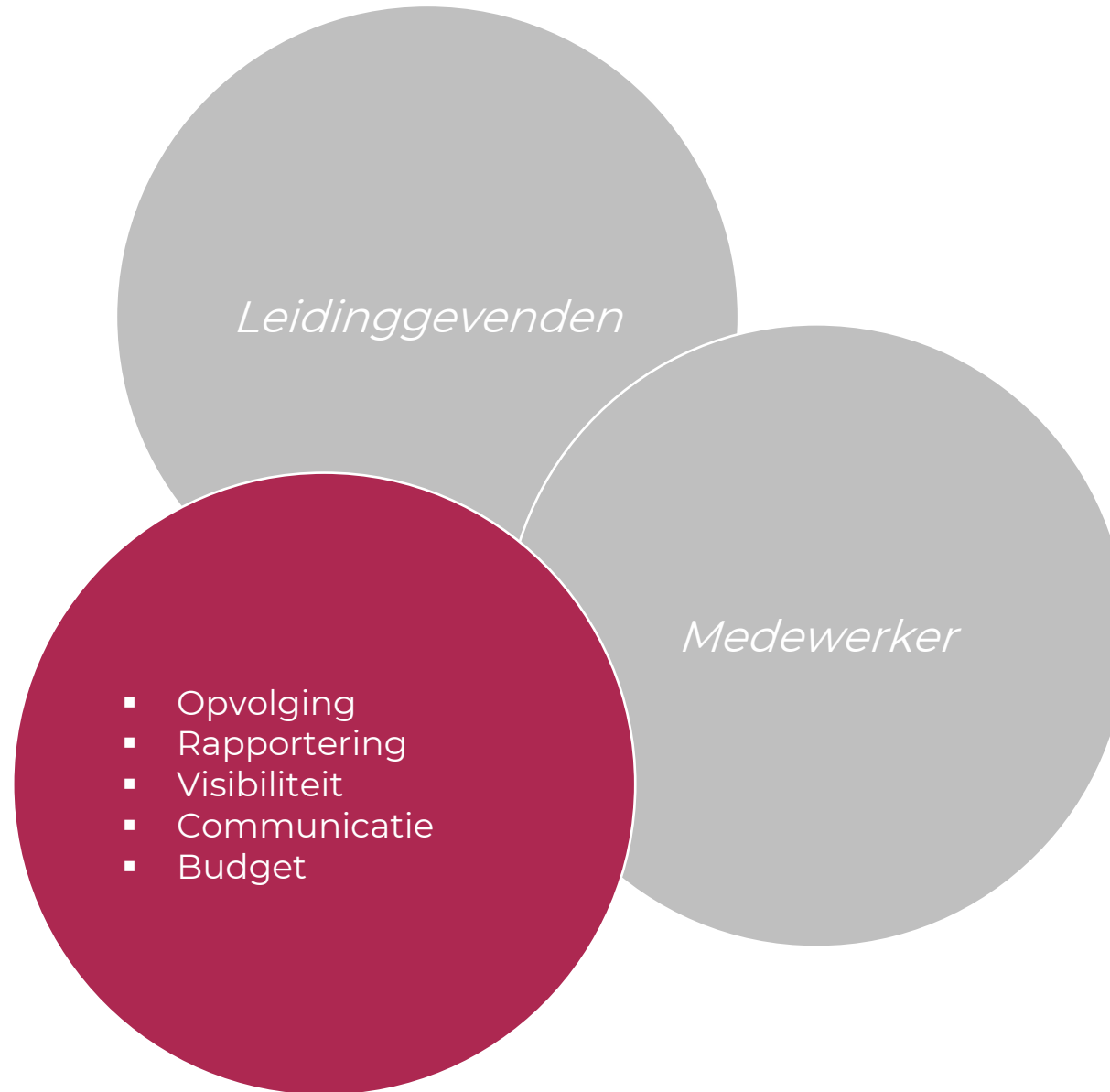
UITDAGINGEN



UITDAGINGEN



UITDAGINGEN



4 | NEXT STEPS



4 | NEXT STEPS

ADOPTIE

COMPETENTIE-MATRIX

ONBOARDING

INTERNE OPLEIDINGEN

4 | NEXT STEPS



COMPETENTIE-MATRIX

ONBOARDING

INTERNE OPLEIDINGEN

4 | NEXT STEPS



ONBOARDING

INTERNE OPLEIDINGEN

4 | NEXT STEPS



INTERNE OPLEIDINGEN

4 | NEXT STEPS



4 | Q&A



*Ook overtuigd?
Stem op ons project!*

