

Strategic Dimensions of Staff Mobility @ TUM

Workshop: „Strategic approach towards staff mobility“

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TUM Agenda 2030

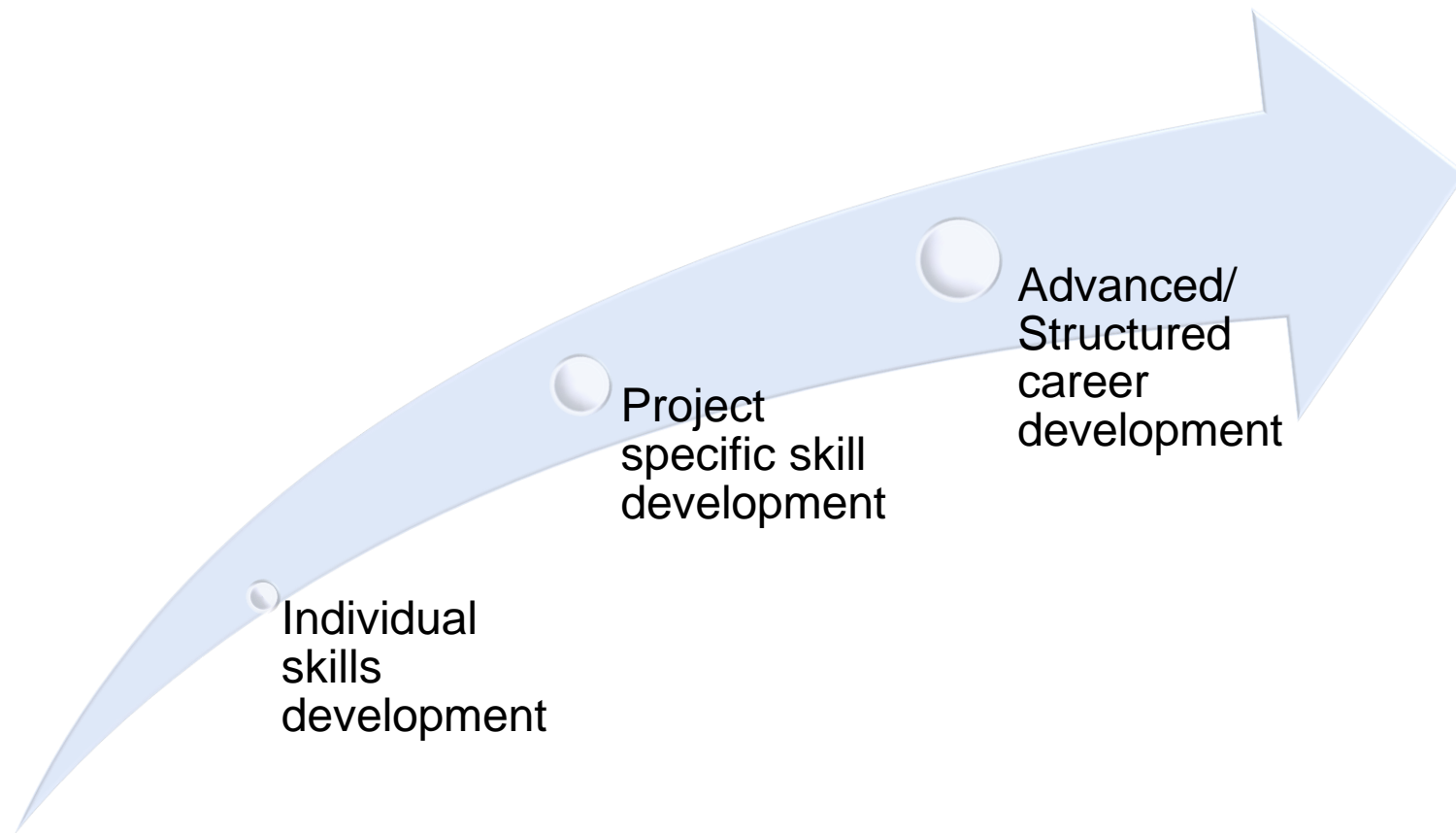
„...the modernisation of the administration is now becoming a central key objective in the overall strategy“

(Excellence Strategy at TUM, 12/2018)

- Customer-oriented services
- Digital transformation
- **International conditioning of administrative staff**

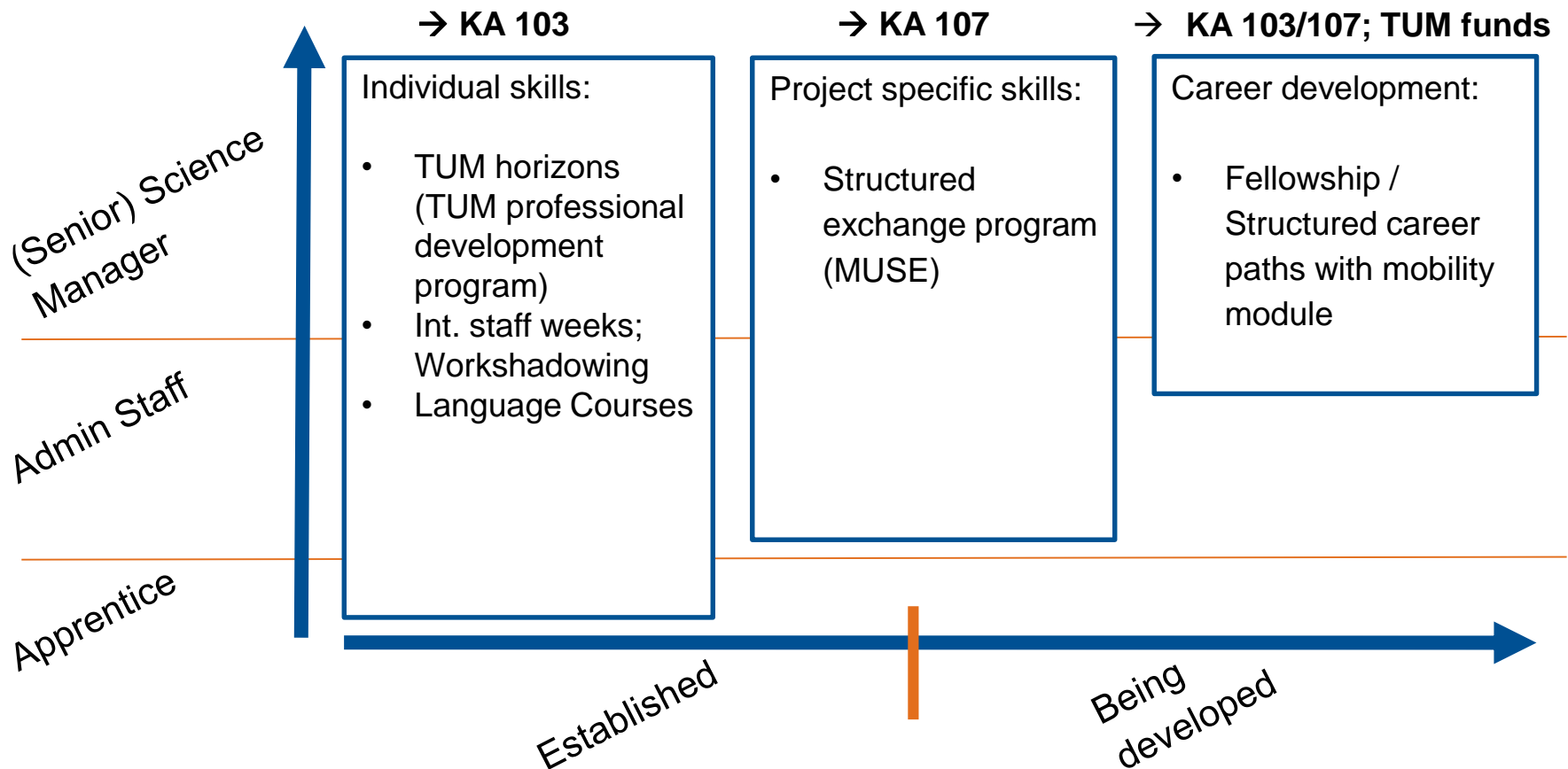


Dimensions of Skills/Career Development



Internationalisation of TUM Administration

Strategic Dimensions of Staff Mobility @ TUM



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Individual Skills Development – KA 103

Programs/
formats



- TUM horizons: Infosession on KA 103 as part of TUM's professional development program (for individual work shadowing, etc.)
- Centrally structured language course program (language course @TUM + stay abroad)

Value proposition



- TUM-wide dissemination of well-known professional development programs (skills/language development)
- Professional development “packages“
 - Infosession with hands-on information on application procedure, identification of hosts, individual program development
 - Language development: two modules, one application

Target groups



- All TUM employees
- TUM horizons: focus on science supporting staff

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Project Specific Skills Development – KA 107

Program/
format



- Munich Staff Exchange Program (MUSE)
 - Year long program including intercultural training, pre-departure webinar, staff delegation abroad @ KA 107 partner; returnee seminar
 - Reciprocal visit of partner delegation the following year
 - Anchor: existing cooperation project between university partners

Value proposition



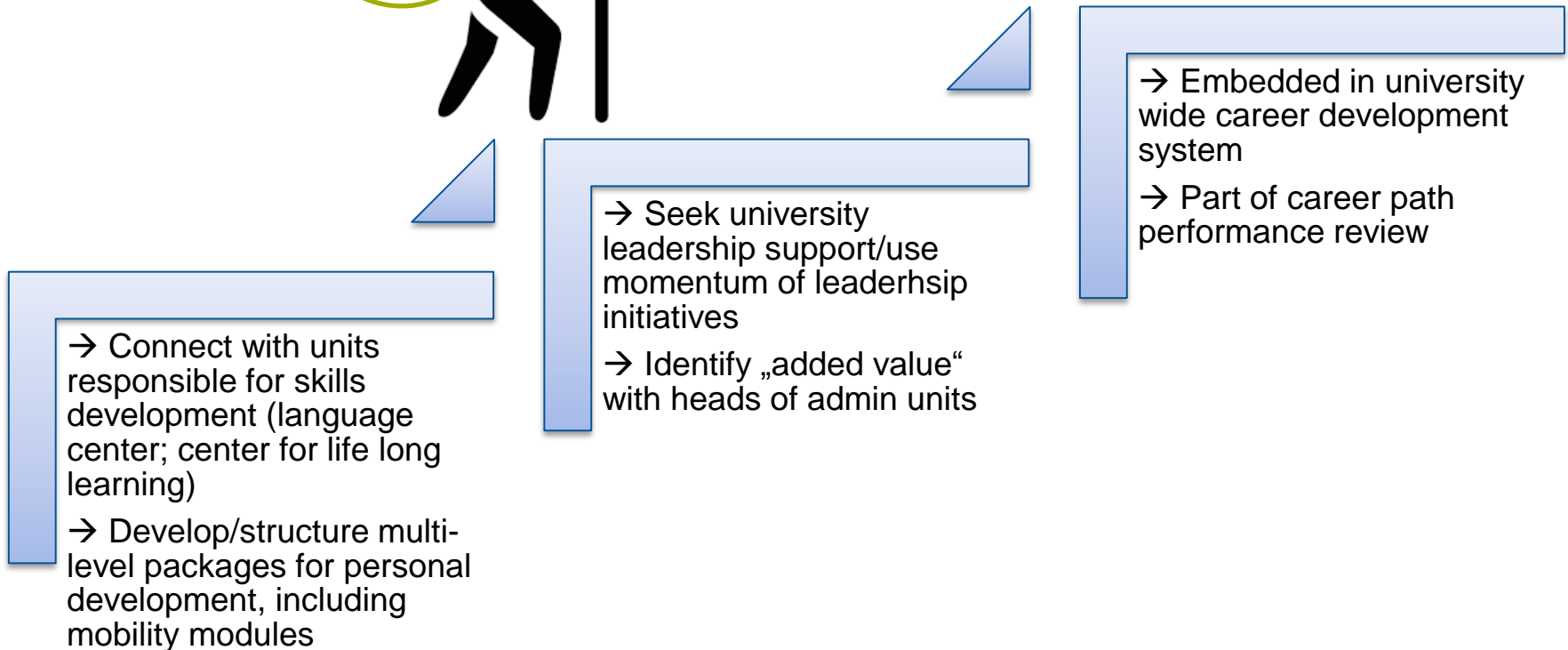
- Centrally structured program including cohort format
→ „easy access“ for admin staff
- Cooperation project specific skill development – clear added value for admin units beyond intercultural experience
- University partnership enhancing program – multi-level approach (academic and administration)

Target groups



- Administrative staff
 - focus on „traditional“ admin units: human resources, finance department, legal department, etc.

Steps to Strategic Use of Staff Mobility



Thank you for your attention!

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