



Danish Farmers  
**ABROAD**

*- på hjemmebane overalt ...*

## DFA HR SEMINAR 2020

### HEADLINES AND PROGRAM

**29-30-31<sup>st</sup> of March 2020**

**Lviv, Ukraine**

*/Sofie Hammerskov  
on behalf of DFA*



# Purpose of yearly DFA HR seminars



# Headlines of this year seminar, 2020

HR developing management and HR operations

## Inspiring visit to Goodvalley Ukraine head office

- ❖ We will see the beautiful old Lviv in the early spring time, and have some nice evening, socializing, networking and have a great time.
- ❖ We will take a little road trip and visit Goodvalley Ukraine's head office and see and hear practical examples on how they are continuously working with, professionalizing and engaging their organization – both from HR perspective and from the dear managers perspective 😊
- ❖ We will talk and chat and talk about different experiences each of us has – learning from each other also.
- ❖ And then we will have interesting external inspiration on the chosen topic: How build trainings/training center in your organization? How to develop the different levels in the organization with trainings according to the needs?

External inspiration on building trainings

Sharing experiences, ideas and seeing the beautiful Lviv

# Overall Program DFA HR SEMINAR 2020

## Lviv/Ukraine, 29<sup>th</sup> – 31<sup>st</sup> of March

### SUNDAY 29<sup>th</sup> ARRIVAL

(LOT 17.30)

Arriving to Lviv;  
Ukraine.

**Collective drive to  
Goodvalleys** main  
office location,  
Kopanki, near Kalush  
(2 hours drive)

Checking in at the local  
hotel, ChornaHore.

Goodnight

### MONDAY 30<sup>th</sup>

#### HR/OD TOPICS WITH GOODVALLEY INSPIRATION and SEEING LVIV

7.30 Breakfast and Check out

8.30 Program start and welcome

**Seeing and hearing about Goodvalley HR  
and organizational work – with focus on  
how to work with and develop  
management and organizations.**

(Visiting a pip meeting, seeing lean  
examples, interviewing managers about  
how they have experienced the  
developing processes)

**HR team competences, roles and  
functions, with GV HR team**

14.30 Experience exchange caffee start  
up, to be continued in the bus

15.00 Collective drive to Lviv – using the  
time in the bus for experience exchange  
caffees.

17.30 Checking in at hotel in Lviv

18.00 Walking to the restaurant and  
having Dinner

19. 30 **Walking a tour around Lviv** and  
having an evening drink at a bar

### TUESDAY 31<sup>st</sup>

#### EXTERNAL INSPIRATION ON TRAININGS AND SUMMING UP

7.30 Breakfast

8.00 Program start and front loading  
reg. the training/academy topic

9.00 **External inspiration from Andrey  
Stanchenko. How to make trainings  
on different levels of the organization  
acc. to the need of the business. And  
how to build a training academy**

13-13.45 Lunch

Summing up, take homes, agreements.

16.00 End of program.

**Free to travel home or possible to  
have dinner and stay before travelling  
out next day**

(LOT 18.15)

### WEDN ESDAY 1<sup>st</sup> OF APRIL

Travelling  
home (if  
not the  
evening  
before)

# Facilitator, coordinator, speakers



- Sofie Hammerskov; I will be your facilitator and coordinator through the all the days
  - ❑ worked with organizational development, hereunder management/leadership, HR and lean since 2007.
  - ❑ Large experience with succesfull implementation of lean strategies – with focus on effective teams and management/leadership – and how the HR role can contribute in this reagard.
  - ❑ management and manufacturing engineer, specialized in chamnge mangement and organizational development
  - ❑ Partner consultant in deveoloping businesses and organizations for various companies. Previously head of OD and HR for Goodvalley (Axzon) in Denmark and eastern europe
- External speaker: Andrey Stanchenko, CEO of NRG company (see next slide)

Mini-training in Lviv, March, 31<sup>th</sup>, 2020

Learning & Development activities and complex blended-learning approach

**Goal:** to improve level of corporate learning and development in participants' companies

### The programme of the training

#### Opening module.

Training introduction

Ice-breaker

3 main competences of **Learning & Development expert:**

1. **Projecting of Learning & Development.** How to set goals of Learning & Development activities together with business?
2. **Training.** How to plan and conduct training successfully?
3. **Transferring training to the business.** How to plan and conduct post-training successfully?

**The result of the module:** Rules and goals of training are clear for participant.

#### Brief Overview of Learning & Development

**The result of the module:** participants are



**STANCHENKO ANDREY, PhD** CEO of NRG company, Vice-president of the Association of Certified Management Consultants

#### Specializations:

Certified management consultant, facilitator of strategic sessions, business-trainer, executive coach, ex-facilitator of the Skolkovo business school.

#### Achievements:

- Expert Practitioner in Changes Management and Leadership
- Own experience in sales and business management in big Company.
- His project of increasing of the involvement of employees is awarded as the best project of the year.
- Winner of the Leadership trainers battle -2018
- The only representative of Ukraine at ATD (ATD-2015 -2019), the world's largest conference on corporate training.

In 2017 and 2019 completed an internship in Silicon Valley

In 2018 certified in Developing Leadership Maturity Program by Dr. Susanne Cook-Greuter

#### Qualifications:

- Certified Management Consultant (ICMCI Standard), diploma of the School of AI. Prigozhin
- Certified coach (Wiesbaden Academy, WIAP, Germany);
- Candidate of Science (PhD), MPA (Master of Public Administration)
- Certified gambling technician (SDI, ODI) - training programs in SKOLKOVO, Media Key
- Certified consultant and trainer of Hogan, world leader in evaluation of staff selection and development. hogan.biz.ua
- Two facilitation certifications: ToP-facilitation, 2 steps (ICA, USA) and Sam Keener's CommunityAtWork
- MBA speaker in SKOLKOVO, IIB MBA
- NLP-Master. Expert in business modeling
- Professional diving instructor (PADI, CEDIP).
- Certified consultant on Organization Development (The Cleveland Model)

# The external input on trainings