

THE SYSTEM OF HUMAN RESOURCES DEVELOPMENT IN THE ACCOUNTS CHAMBER OF YAMALO-NENETS AUTONOMOUS OKRUG

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PERSONNEL DIAGNOSTICS

ASSESSMENT METHODS

RESULTS

1



TESTS

of abilities, applied intellect and learning capacity: "Interpretation of numerical and verbal information"

2



DEEP 20 FACES

personality questionnaire: personality scales, comprehensive personality assessment, forecasted behavior in different situations

3



INTERVIEWS

individual interview, assessment feedback and identification of development areas by competencies



EMPLOYEE PROFILE



INDIVIDUAL DEVELOPMENT PLAN

TRAINING SYSTEM BASED ON “ALL – WE – I” PHILOSOPHY (EXAMPLES)

1

**CROSS-FUNCTIONAL
SKILLS**

ALL

- **PUBLIC PRESENTATIONS**
- **BUSINESS COMMUNICATIONS**
- ...

2

**PROFESSIONAL SKILLS:
GENERAL**

WE

- **REASONING SKILLS**
- **CRITICAL THINKING**
- ...

3

**PROFESSIONAL SKILLS:
INDUSTRY-SPECIFIC**

I

- **PRICING AND COST ESTIMATING IN
CONSTRUCTION**
- **CONCESSION AGREEMENTS IN HOUSING AND
UTILITIES**
- **STATE CONTROL OF PRICES, RATES**
- ...

TRAINING PLAN FOR 2023

TRAINING OF 85% OF THE PERSONNEL (44 EMPLOYEES)

67**PARTICIPATIONS IN
PROGRAMS****INDIVIDUAL****IN GROUPS****ONLINE****16****-****OFFLINE
TRAVEL****13****12****OFFLINE
ON THE WORKPLACE****20****6**

JOINT EDUCATIONAL TRIP PROJECTS WITH THE MOD CAAs OF THE MUNICIPALITIES



PARTICIPANTS

- **AC OF YAMALO-NENETS AUTONOMOUS OKRUG:** CHAIRWOMAN, DEPUTY CHAIR, AUDITORS, HEADS OF INSPECTIONS
- **CAAs OF THE MOs OF YAMALO-NENETS AUTONOMOUS OKRUG:** CHAIRS OF ALL 13 CAAs OF THE MOs OF YAMALO-NENETS AUTONOMOUS OKRUG
- **CAAs OF THE CONSTITUENT ENTITY OF THE RUSSIAN FEDERATION:** REPRESENTATIVES OF THE CAAs OF THE CONSTITUENT ENTITY WHERE TRAINING IS CARRIED OUT



TOPIC

- **CROSS-FUNCTIONAL SKILLS:** PERSONAL AND LEADERSHIP COMPETENCIES OF A MODERN LEADER, EFFICIENT PRESENTATION
- **PROFESSIONAL SKILLS - GENERAL:** FINANCIAL ANALYSIS, SCOPE AND STRUCTURE OF COSTS, ACCOUNTS RECEIVABLE, PROCUREMENT



LOCATIONS

- **DOBROGRAD (VLADIMIR REGION):** 2022
- **SOCHI:** 2023

TRAINING FORMATS (EXAMPLES)

1

COMPETENCIES CENTERS



- **YANDEX PRACTICUM**
- **RANEPA**
- **A. B. SOLOVIEV INSTITUTE FOR STATE AND LOCAL PROCUREMENT MANAGEMENT**

2

SPEAKER SELECTION



- **REVIEW OF CVs, FEEDBACK**
- **CHALLENGE GENERATION (GOALS, OBJECTIVES)**
- **CHECKING OUR EXPECTATIONS AGAINST THE SPEAKER'S ABILITIES**
- **PROGRAM APPROVAL**

3

BRAINSTORMING



- **STRATEGIC SESSION FOR CAAs OF THE CONSTITUENT ENTITIES OF THE RUSSIAN FEDERATION "REPORTING QUALITY IMPROVEMENT"**
- **TEAM TRAINING WITH THE CAAs OF THE MUNICIPALITIES OF YAMALO-NENETS AUTONOMOUS OKRUG "EFFICIENT MANAGER"**

RESULTS OF IMPLEMENTATION OF THE NEW TRAINING SYSTEM

IMPROVED EFFICIENCY AND PRODUCTIVITY

1

INCREASE IN THE NUMBER OF AUDITS

- ◆ 9 MONTHS OF 2022: **16**
- ◆ 9 MONTHS OF 2023: **26** ↑

2

INCREASED NUMBER OF MANAGERIAL DECISIONS BASED ON THE RESULTS OF THE CEs/EAEs

- ◆ 9 MONTHS OF 2022: **23**
- ◆ 9 MONTHS OF 2023: **38** ↑