

Concept

Linking HR-Groups within an ACI World HR Forum

An initiative by

and



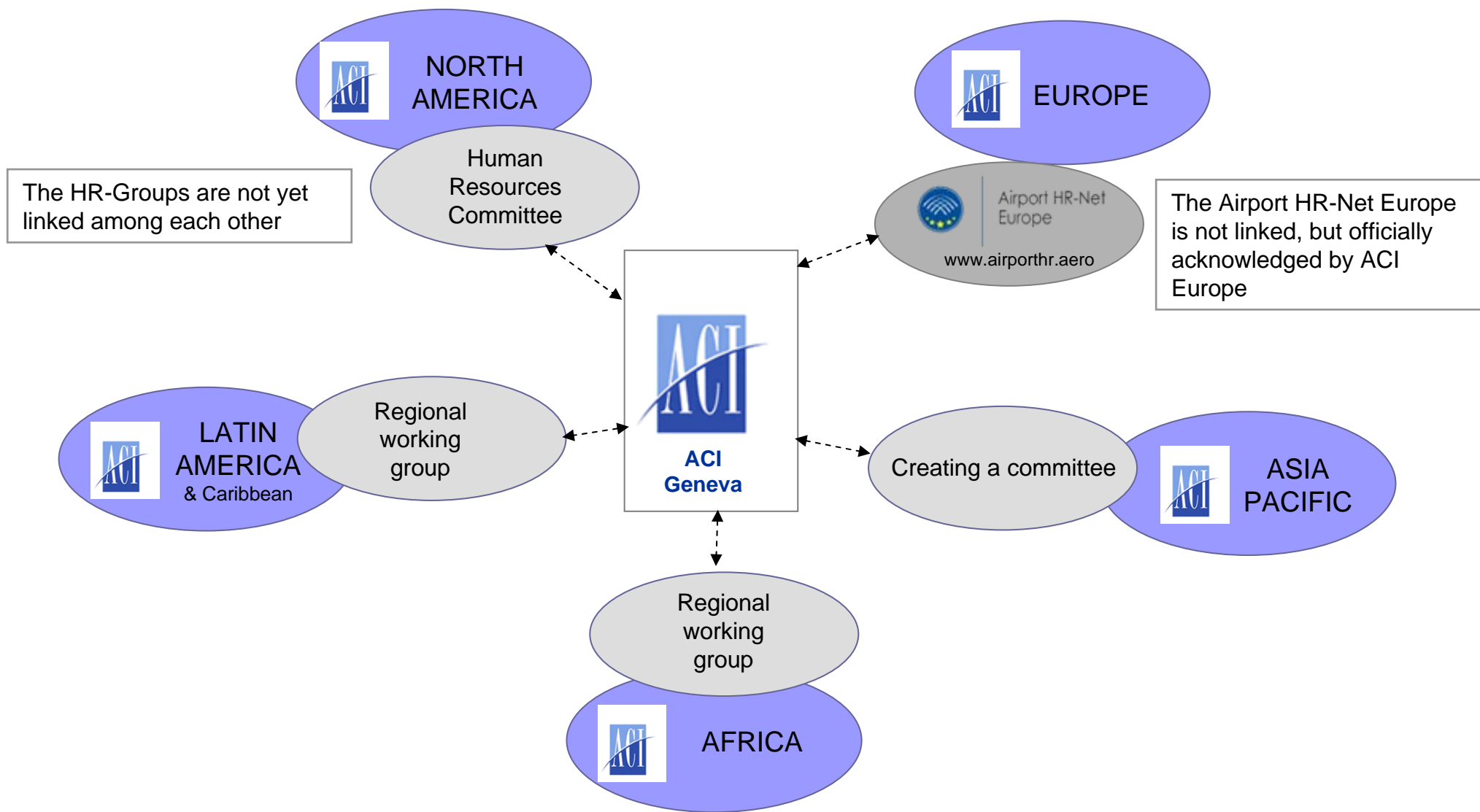
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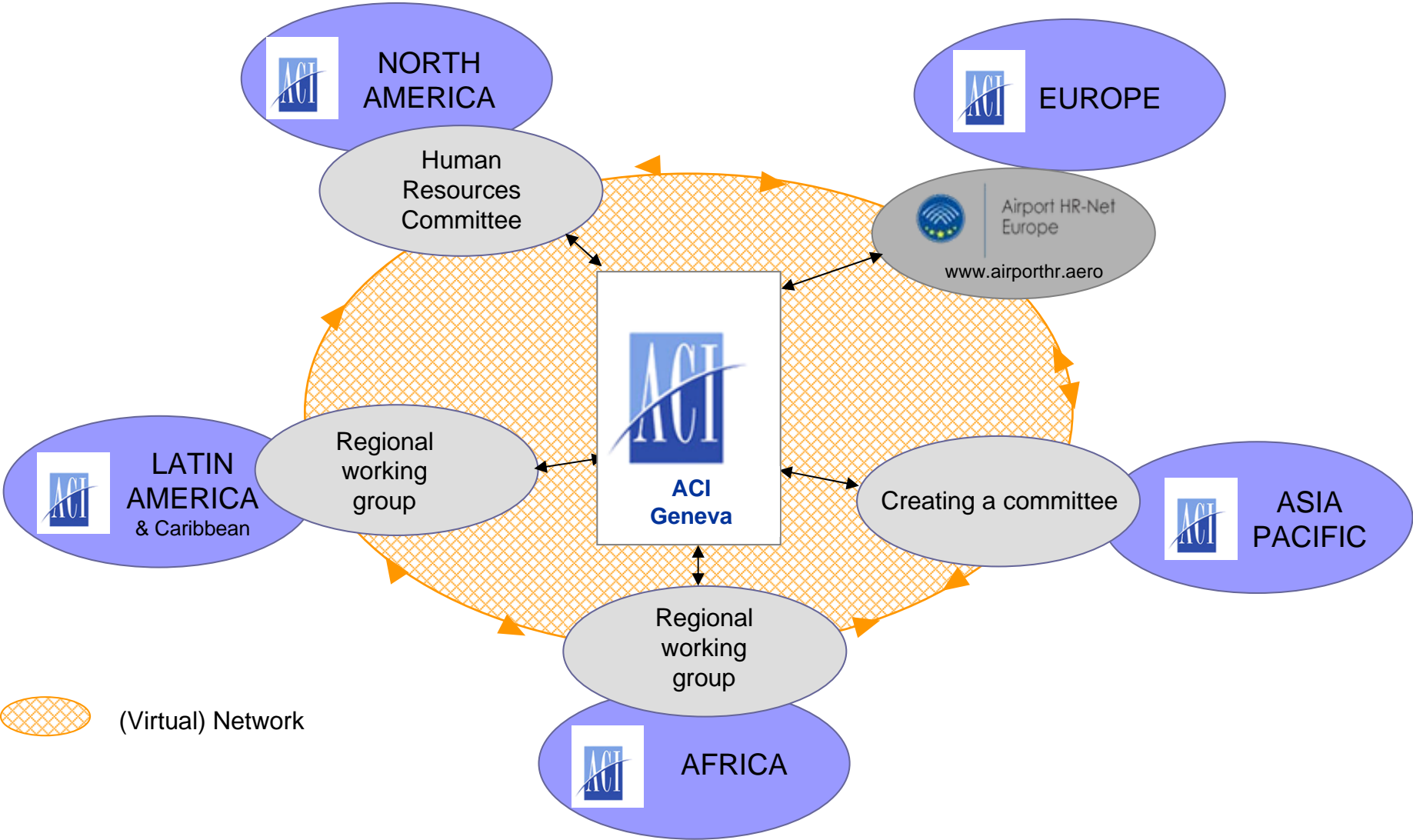
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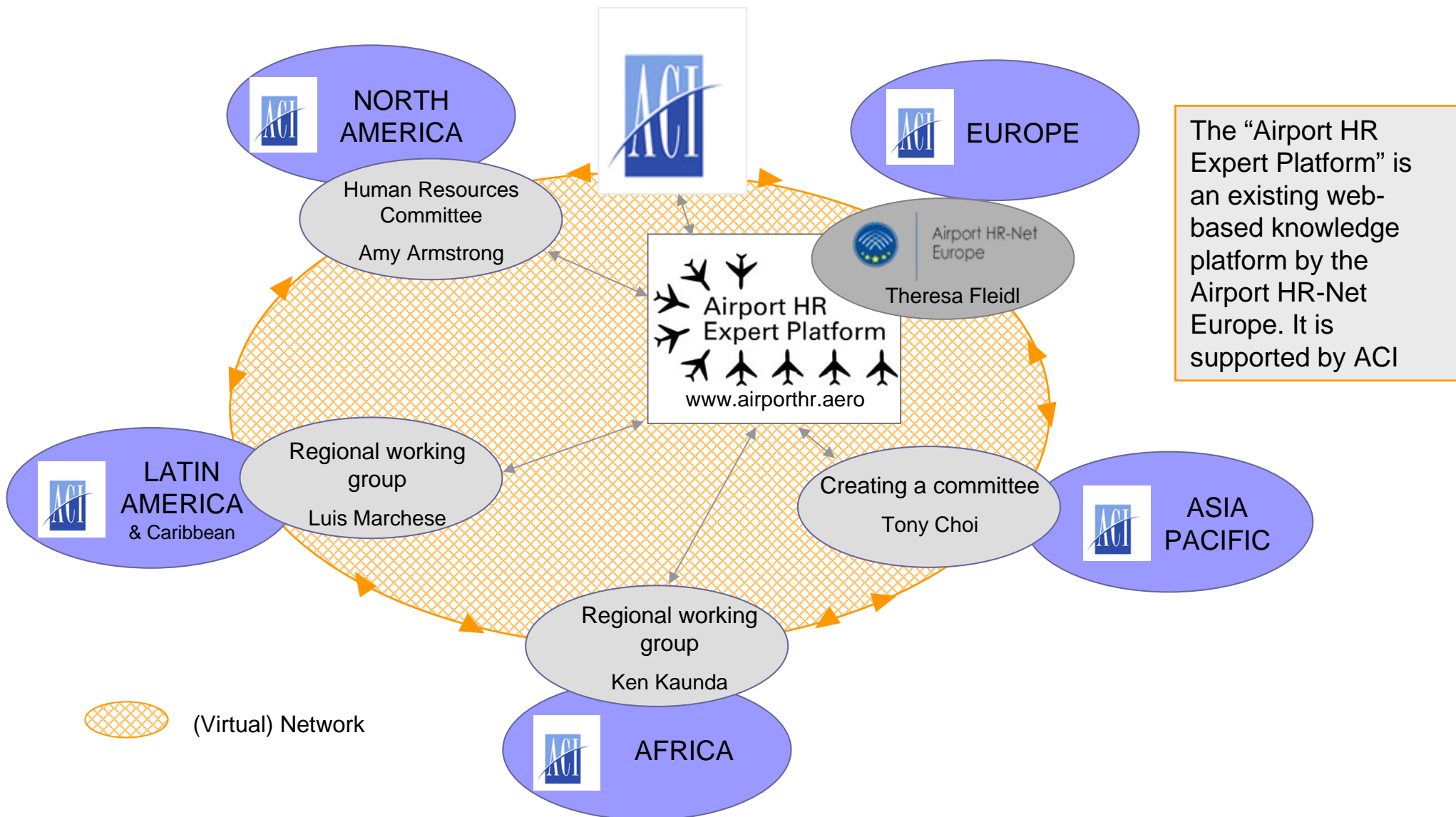
Present situation: HR region groupings informally interacting with ACI



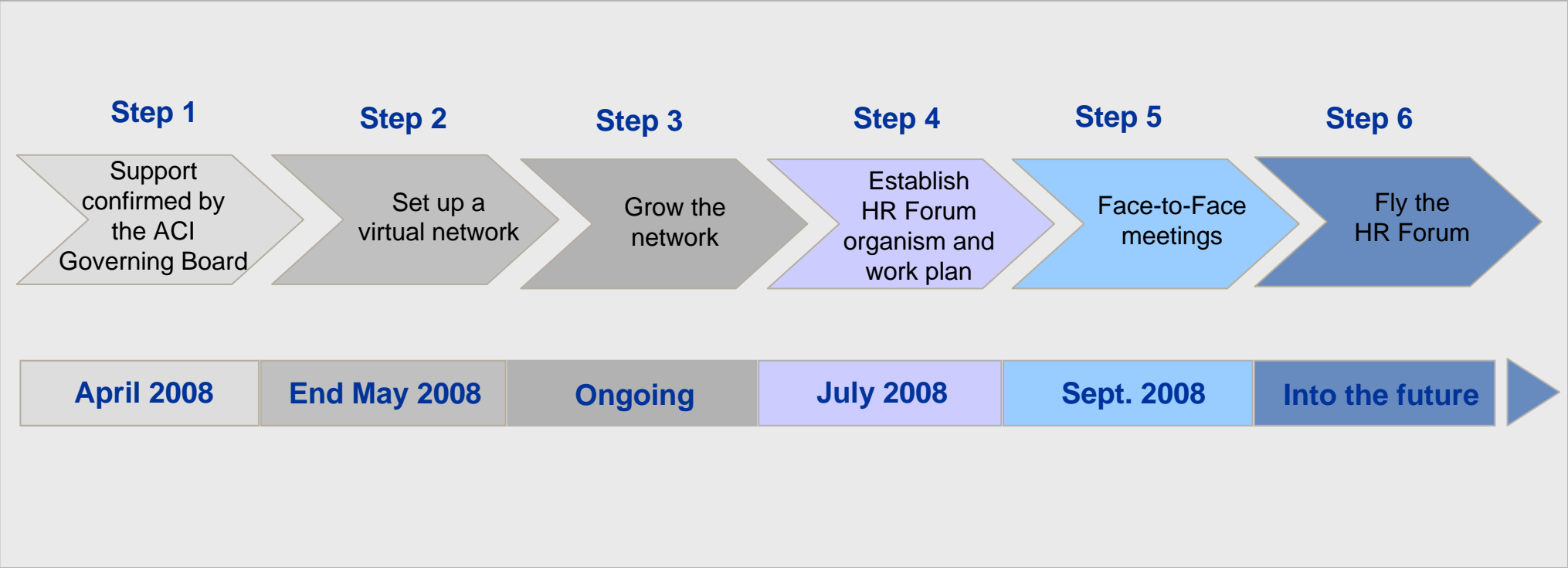
Proposal for a future situation: ACI World - HR Forum



HR-Groups linked within a virtual network using the „Airport HR-Expert Platform“



Proposal for linking the HR-Groups of the different ACI-Regions – overview



Proposal for linking the HR-Groups of the different ACI-Regions – Steps 1-3

Step 1: April 2008



- Presentation to the ACI Governing Board to create awareness and obtain support

Step 2: End May 2008



- Designate ACI HR Forum Single Point Of Contact (SPOC) at ACI
- Start up of telecomms between Founding Task Force (FTF) members
- Establish objectives for the ACI HR Forum
- Creation of HR Forum section on the existing web-based knowledge platform: www.airporthr.aero initiated by the Airport HR-Net Europe
- Members of the FTF provided with access to the platform

Step 3: Ongoing



- Conduct surveys and individual interviews on HR Forum
- Intensify communications within the virtual community

Proposal for linking the HR-Groups of the different ACI-Regions – Steps 4-6

Step 4: July 2008

Establish HR Forum organism and work plan

- FTF to create HR Forum “officers” organigram
- FTF to establish HR Forum work plan

Step 5: Sept. 2008

Face-to-Face meetings

- FTF face-to-face meeting
- Confirm work plan and officers
- HR best practice seminar at the ACI World Annual General Assembly in Boston

Step 6: Into the future

Fly the HR Forum

- Engage with airport HR executives worldwide
- Action the work plan
- Maintain communications via the website

Linking the HR-Groups of the different ACI-Regions (1)

Benefits for the different ACI- Regional Groups

ACI regional HR-Groups are linked to HR-experts from all over the world

- Increase of knowledge and experiences
- Best practice examples from other airports are available, that might be interesting to be implemented in the own company as well
- Learning from each other and supporting each other
- Networking
- Using synergies
- Getting first-hand information and offers from ACI
- Current overview on ACI training activities within the Global Training Hub
- Current information on HR-issues, conferences, seminars are available

Linking the HR-Groups of the different ACI-Regions (2)

Benefits for ACI

Stressing ACI's central function: "The Voice of the World's Airports"

- Close contact to HR- directors and experts from ACI member airports worldwide
- Provide guidance to ACI training projects
- Provide direct access to target group for Global Training Hub and other ACI activities
- Using the HR-Expert Platform as an excellent means of communication for providing information
- HR-groups under the umbrella of ACI World are linked as an efficient network (synergies)
- Using existing structures (Airport HR-Expert Platform)