

European Commission

Situation

The European Commission employs some 38,000 staff based in Brussels and Luxembourg coming from the 27 EU nations, although staff representation is by no means equal. The Commission is organised into 40 directorates, each with a Director General and a Resource Director, who looks after HR and Finance, and is very unlikely to be an HR professional.

One Directorate is called “DG Admin”, and in here sits the central resource of HR and Training, providing policies, processes and learning for the Commission as a whole. There are some very capable and forward looking individuals in this group, although HR is characterised largely by the monitoring of rules and procedures.

In August 2005 Deloitte produced an extensive report entitled “Strategic Alignment of Human Resource Management at the Commission” and this started a journey of increasing the professionalism and strategic contribution of HR. A key part of this would be half day masterclasses from experts, which would be recorded and made available to all HR professionals.

MLI’s Solution

MLI was asked to provide a series of such seminars, which it has done since February 2007 along with ongoing dialogue with the project manager of HR professionalisation. These masterclasses have included:

- Resource planning and Succession Management
- People Related Measures
- Strategic HRM
- Talent Management
- The role of HR Professionals as Change Agents
- Motivating and engaging Employees for greater performance

Benefits

The key players in DG Admin believe very much that these classes have been a major contributor to their journey towards greater professionalism. They have been pleased to see Resource Directors attend from different Directorates to enable the uplifting of the perception of HR’s contribution.

Head of Career Guidance & HRM, European Commission, says:

“As part of our HR Professional Transformation programme, MLI continues to help us with a series of seminars on strategic aspects of HRM, which considerably enhance the image and objectives of the Directorate.”



Key Facts

Company

European Commission

Nature of Business

The European Commission is the EU's executive body. It represents and upholds the interests of Europe as a whole. It drafts proposals for new European laws. It manages the day-to-day business of implementing EU policies and spending EU funds. The Commission also makes sure that everyone abides by the European treaties and laws.

Number of Staff

38,000

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