



# THE BOUYGUES CONSTRUCTION Digital Approach

*Impact of digital technologies  
on training and on the work sites*

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## POPULAR WISDOM ON LEARNING

**« YOU HEAR, YOU FORGET.**

**YOU SEE, YOU UNDERSTAND.**

**YOU DO, YOU REMEMBER... »**

# DIGITAL SOLUTIONS AS A BOOSTER

## ■ TRAINING MORE PEOPLE...

- FASTER
- CHEAPER
- ANYWHERE
- ANYTIME
- SAFELY
- ON ANY DEVICE

[https://www.youtube.com/watch?v=j4tsYAk\\_oM](https://www.youtube.com/watch?v=j4tsYAk_oM)



# CHALLENGE: RESPONDING TO EXPECTATIONS

## OF THE COMPANY...



## OF THE MANAGER...



## OF THE COLLABORATOR ...



# CHALLENGE: BALANCING THE INGREDIENTS

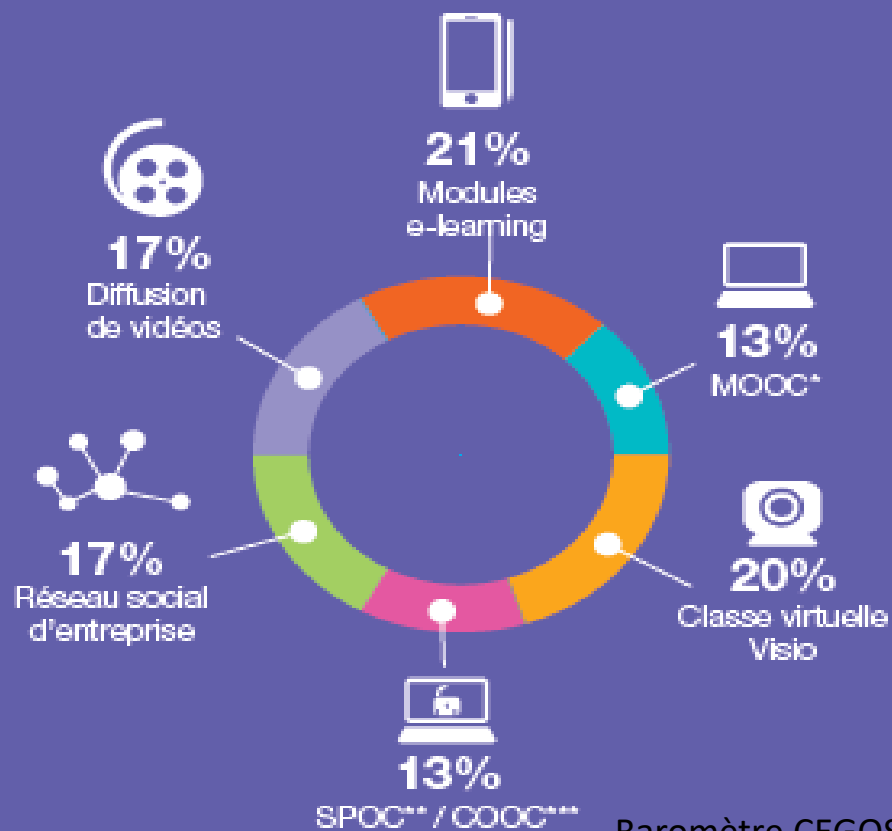


## YESTERDAY



## TODAY

### PODIUM DES FORMATIONS À DISTANCE



Baromètre CEGOS 2015

# MOOC ? SPOC ? COOC ?

- **MOOC – MASSIVE OPEN ONLINE COURSE**

Online academic content open to all

- **SPOC – SMALL PRIVATE ONLINE COURSE**

Online course restricted to a limited number of participants

- **COOC – CORPORATE OPEN ONLINE COURSE**

Online content tailored to a company's needs





## NEW TENDENCIES IN TRAINING PROCESS

- Digitalisation ***not replacing but complementing*** live encounters (seminars...)
- Digitalisation ***facilitating deployment*** of trainings at all levels and sites of company
- ***Virtual tools*** offer endless opportunities to « learn by doing » (// plane cockpit)
- The management ***supports creativity and exchange among workers*** rather than just imposing top down instructions

## LEARNING MANAGEMENT SYSTEM (LMS)

- From 91 trainees in 2015 to 5500 in 2016 !
- The LMS platform includes features like:
  - FairDeal: « **serious game** » concept to teach about special in-house programmes
  - Fair Play: a **web series** promoting the values of the company
- ...« Learning to learn »: adapt to obsolescence of knowledge (5 years !)



# FROM WORKER TO FELLOW WORKER

## « PEER TO PEER »

- Selection of a given complex manipulation
- Worker films himself or colleague
- Result is sent back for processing and sharing

## ■ ROLE OF MANAGEMENT

- Provides « all inclusive suitcase with camera »
- Ensure safety during process
- Provides editing and access of film on company's web site
- ... *giving the initiative to the workers !*



# FROM WORKER TO MANAGER

## « DIGITAL REVERSE MENTORING »

- The young recruits, freshly trained to a digital technology, transfer the knowledge to the managers
- Boosting the intergenerational and hierarchical dialogue for a better mutual understanding



## 3D VIRTUAL TRAINING



- Individual training with full immersion in virtual environment (3D mask and two levers)
- Total flexibility in space and time
- Adaptability to specific site
- Process acquisition AND
- Safety as a permanent feature



## WHAT'S NEXT ?

- « BIM BANG THEORY »: training on impact of BIM (Building Information Modeling and Management) on the various business areas of the company (started June 2017)
- « IN'PULSE »: 3 months digital integration process when joining the company  
Available worldwide in 4 languages (launch on September 7th, 2017)
- « DIGITAL PASSPORT » for each collaborator with updated digital training status  
(in preparation)

## MISSING THIS ?





# KEEPING THIS !!!



LINK ON VIRTUAL 3D TRAINING:

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=J4TSYAK\\_oM](https://www.youtube.com/watch?v=J4TSYAK_oM)

**Merci !**

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