

Metso Paper supporting experts in their professional development

Our training starts from the idea of giving the experts the power and responsibility to develop their competencies.

– Satu Pennanen



How do experts or specialists advance in their careers? What kind of role does an expert play in an enterprise? What are the most efficient ways to increase your own competence capital?

The training program for experts designed by Metso Paper in cooperation with WSOYpro addresses the key aspects of the expert role from different perspectives. The course also offers experts hands-on tools for developing their own career. The first 2+2-day course was held in the spring of 2006, and the company now has a regular training schedule in place.

"Our goal is to support the personal development of our experts in their profession. This in turn will benefit our company," says **Satu Pennanen**, HR development specialist at Metso Paper.

"Experts can only deliver their full potential if their know-how is transmitted to appropriate targets. Our training starts from the idea of giving the experts the power and the responsibility to develop their competencies."

Progress achieved through challenges

Metso Paper employs over 4,500 professionals in Finland. This includes a large number of experts representing a wide range of fields across the company's Finnish network. **Pasi Raatikainen**, Senior Consultant at WSOYpro, explains that the idea behind the training was to create a training module that would serve a wide range of professionals and give them concrete tools for developing their own work.

"The role of an expert is based on a command of theoretical knowledge and wisdom gained through practical experience. Otherwise you cannot succeed." However, every expert also needs particular skills, which may be consciously practiced.

For example, it is possible to practice operating methods that improve your ability to define a problem, communication skills, or networking skills.

Eye-opening course!

The participants have described the course as eye-opening. Many have also suggested that participation should be compulsory for all of the company's experts. According to Raatikainen, the goal has been to inspire experts to assume personal responsibility for their career development, network with others, seek challenging positions and introduce their expertise in projects where it might make a difference.

AAC Global and WSOYpro have come together to provide a new brand of competence and communication solutions. We combine different forms of training and communication with multilingual and multicultural expertise to best support our customers' needs and success in a global business environment. Tel. +358 9 4766 7800, www.aacglobal.com, www.wsoypro.fi