

## Qualifizierungsfoerderwerk Chemie

### Examples of Participation and Co-Determination in innovational Processes of Digitization

- Company Example Energy Supply Halle
- Regional Digitization Centre Saxony-Anhalt South



 **SWH. EVH Meine Energie**

## ▲ SWH. EVH Energy Supply Halle

- provides all of Halle's inhabitants and companies with electricity, natural gas and district heating
- 300 employees



## ▲ SWH. EVH **Energy Supply Halle**

### **Organisational development through digitization**

- March 2017 founding of department Digitization / new Business Semgents
- Creation of digital business models requires an integrated IT and process strategy
- Company's IT map is under reconstruction under leadership o the department Digitization and newly qualified IT Coordinators
- IT Coordinators are employees that were chosen due to their IT affinity and their openness to new developments
- This is crucial to maintain technical and methodical know-how in the company

**Smart Home**

**Smart Grid**

**Smart City**

## SWH. EVH **Energy Supply Halle**

### **Qualification of employees**

- Key success factor for digitization is active participation and continuous qualification of all the employees
  - To foster and build up needed competences
  - To reduce the fear of losing the job
  
- Widely dispersed qualification programmes for
  - Process monitoring
  - Process design
  - Control systems
  - Individualized customer orientation
  
- No means of selected qualifications but a long term need to keep up to date to present developments and changes

## **SWH. EVH**    **Energy Supply Halle**

### **Participation and Co-Determination**

- Cross hierarchy is mutual objective of management and employee representation
- Concerned employees always are represented in project teams to give their feedback to planned changes and to foster acceptance for them
- Information of all employees by
  - Work meetings (initiated by work council)
  - Team consultations
  - Staff newspaper
  - intranet

## Works Council Chairman Burkhard Kocian

The digitization of the world of work is in full swing.

The question that always arises is: Are we works council members ready for tomorrow's world of work? And what about our employees?

I believe that digitization is a great challenge, but it also offers enormous *opportunities to master demographic change*. This places new demands on all of us. We works councils are also called upon to deal with this issue. *The Works Constitution Act offers sufficient legal scope to become effective here.*

Digitized work processes are not suddenly there. It is a long way to practical implementation.

Recording of individual processes, transformation into overall processes, modelling in the system and so on. *This overall process must be accompanied and shaped by the works councils from the outset, also involving the colleagues concerned.* If it is possible to take along all those affected, it will be possible to create and maintain good digital jobs.

# Regional Digitization Centre Saxony-Anhalt South

## Our goals

1. establishment of a digitization centre in the area of Saxony-Anhalt South
2. significant improvement of the **regional innovative power** and the **qualification** of employees / trainees / students
3. economic / industrial development to stabilize the region's economic base and maintain competitiveness through direct support for the transformation process for administrations and businesses
4. **coordinated activities** of all stakeholders and exploitation of synergies between different stakeholders with the same objective
5. to take along all in the digitization process

## One region leads the way

### Establishment of the Regionale Digitalisation Centre Merseburg

#### Efficient, through the bundling of competencies

- Central and transparent network coordination and management
- Promotion of activities of all actors and exploitation of synergies
- All actors in the digital transformation process are involved

#### Technologically advanced, with the help of modern ICT

- Use of user-friendly and efficient ICT support
- Consulting and qualification of employees, trainees and students
- Innovation culture through smart support during the transformation process



## One region leads the way

### Establishment of the Regionale Digitalisation Centre Merseburg

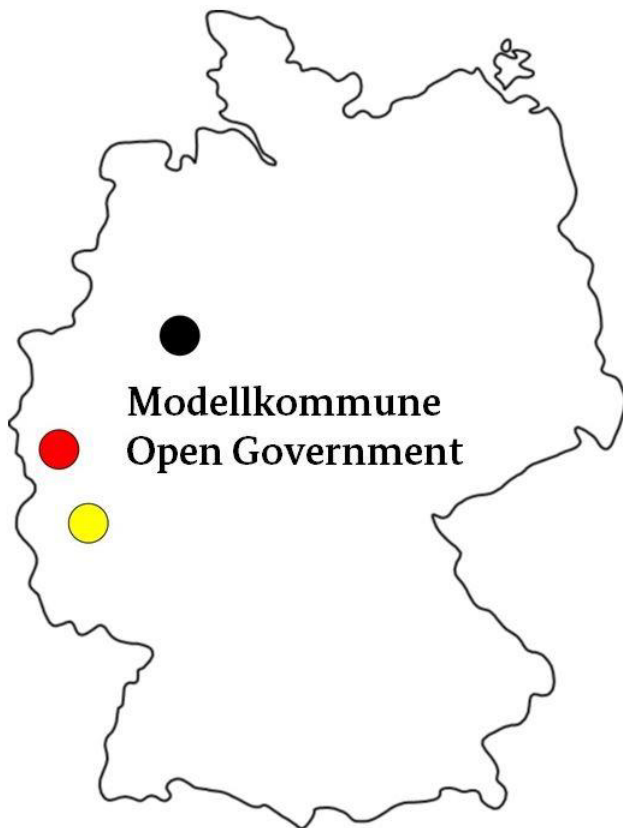
#### Greener, through the use of new technologies

- Development away from paper-based administrative structures
- Retail support through intelligent online solutions
- Providing ICT-based platforms for information and data-socially

#### more inclusive, by initiating the participation process

- Transparency of the entire transformation process
- Communication of developments internally and externally
- Temporary ICT-supported forms of participation and cooperation

## Open Government Model Municipality Saalekreis + City of Merseburg, in cooperation with HoMe + mitz



- Development of an open government strategy for the Saalekreis
- Development of a questionnaire for all companies and citizens -10/2018
- Development of a regional service portal (Government Content Management System) -*in progress*
- Public participation in media pedagogical concepts and cultural activities Cultural treasures – *follow up project*
- Deployment of a governor's terminal at the Merseburg citizens' office
- ...

## Our VISION development IT-CITY-Hub

IT-Companies, founder, regional computer center, user center 3D printing all under one roof with new forms of open business culture and networking as well as the sustainable

Use of resources and central informational management

