AIRBUS SAFRAN LAUNCHERS

First HR lessons learned 3 months after Day 1
Congrès RH Octobre 2016
“We are entering a new era of space: with our ground-breaking industrial approach, we can provide access to space that is both extremely efficient and highly competitive.”

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About Airbus Safran Launchers
Created by Airbus Group and Safran as a 50/50 joint company, Airbus Safran Launchers unites all the assets and skills of the two parent groups in launch vehicles and strategic missiles.

The world’s leading space access provider, Airbus Safran Launchers offers an unrivaled range of launch solutions.

**CIVIL SECTOR**
- Development and production of Ariane 5 and Ariane 6 launchers
- Solid rocket motors for the Vega launcher
- Research and design studies for future launch systems

**DEFENSE**
Legacy mission of supporting France’s nuclear deterrent force as prime contractor for strategic ballistic missiles

**PRODUCTS, EQUIPMENT AND SERVICES**
Building on its original core business, Airbus Safran Launchers also offers a range of derivative products and associated services for civil and military applications.
A HISTORY OF PIONEERING

Strong Franco-German technological heritage, building on early space programs

- 1961–65: *Pierres précieuses* (Precious Stones), France’s first space program
- 1965: First Diamant rocket launch orbits France’s first satellite, Astérix

Since 1971
Support for France’s nuclear deterrent force, supplying the submarine-launched missiles

- 2004: First M51 missile production order
- 2009: First successful M51 launch
- 2014: Development of new-generation M51 begins

Since 1973
Ariane launcher family

- 1979: First Ariane 1 launch
- 1998: First successful commercial Ariane 5 launch
- Since 2003, Ariane 5 has been the world’s most reliable launcher, with an exceptional series of successful launches
- August 2015: Ariane 6 development contract signed with ESA
Airbus Safran Launchers, together with its subsidiaries and partners, designs, develops and sells to global market an unrivaled range of launchers, associated services and derivative products for both civil and military applications.

- **Outstanding capabilities**
  - Design and integration of launch vehicles and strategic missiles
  - Solid and liquid rocket propulsion systems
  - Energetic raw materials
  - Space structures, components and sub-assemblies

- **8,000 employees**
- **An integrated production network in France and Germany**
- **11 subsidiaries and affiliates**
- **€2.5bn estimated sales in 2016**

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First HR lessons learned 3 months after Day 1
6 Key Success Factor

1. STRATEGY & OPERATIONAL SUPPORT
   - Day to day support & operational projects
   - Organization design structure & definition
   - Jobs & Competencies Management

2. ASL CULTURE
   - Leadership
   - Change Management
   - Induction

3. HR STRATEGY & ORGANISATION
   - HR Strategy & Road Map
   - Mother Companies Relations
   - HR Organization & Roles
   - HR Processes & Tools - HRIS
   - HR Community

4. HR DEVELOPMENT
   - Recruitment & HR Marketing
   - Learning & Development
   - Talent & Career

5. C&B, ADMINISTRATION & PAYROLL
   - C&B
   - Transfer list
   - Payroll

6. SOCIAL RELATIONS
   - Consultation processes
   - Day to day relations
   - Quality of life at work

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6 Key Success Factor

1. **STRATEGY & OPERATIONAL SUPPORT**
   - Ambition

2. **ASL CULTURE**
   - ASL Leadership Style
   - 10-100-1000

3. **HR STRATEGY & ORGANISATION**
   - Golden rules
   - Plug & Play

4. **HR DEVELOPMENT**
   - E-Recruiting
   - ASL Job Board

5. **C&B, ADMINISTRATION & PAYROLL**
   - Building the Transfer list (new process)
   - Key People recognition

6. **SOCIAL RELATIONS**
   - Info consultation
   - Heraklès, Airbus, Snecma, Germany
Thank you