



SOLOS **Solutions for Logistics Skills**

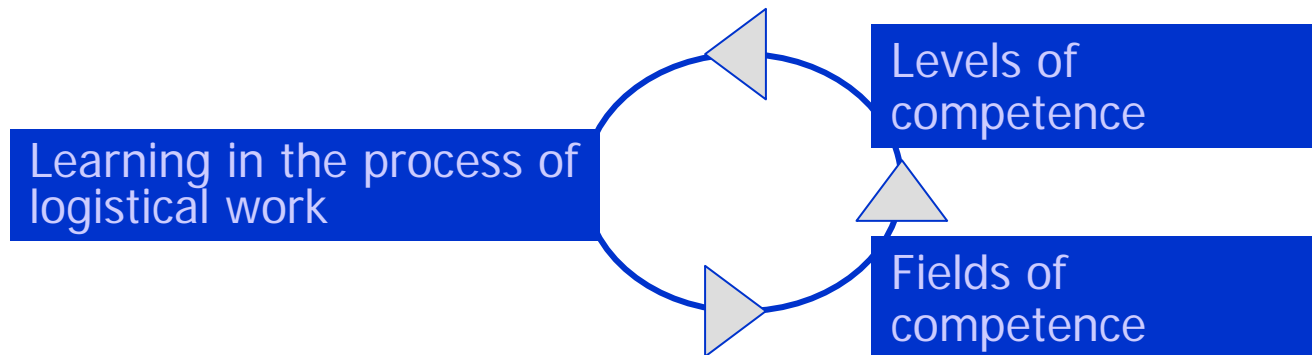
Extend your profession.

Professionalisation in logistics

- The person as a key actor in logistics
- The development of competences of all employees is vital
- Realising lifelong learning - through the learning organisation
- High quality: learning in the process of work
- SOLOS: developing competences of employees and increasing efficiency of processes



How can logistics systems competence be developed?



Levels of competence

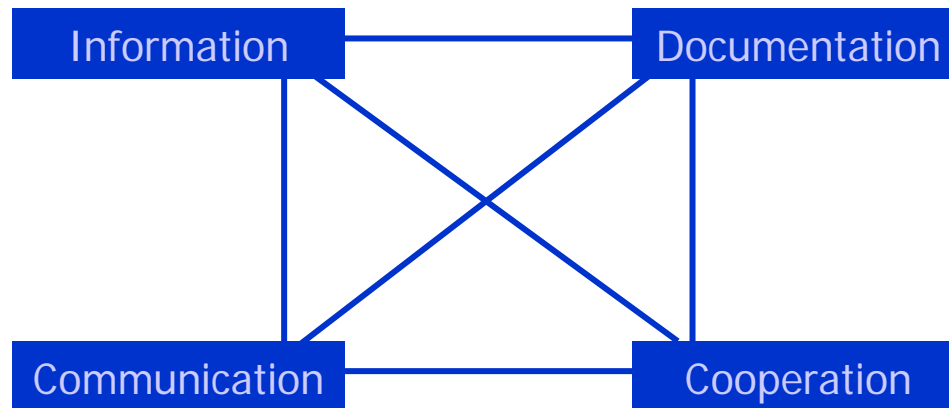
- Understanding logistics as a system
- Understanding logistics systems
- Acting competently in logistics systems

Fields of competence

- Personal competence
- Professional competence
- Subject-related and methodical competence
- Social and communicative competence

Shaping learning processes in logistics

Structuring learning in logistical fields of activity



Organisational learning causes

- planned (e.g. extensions of fields of business, new equipment)
- situational (e.g. communication problems, technical problems, etc.)

Roles in the learning process

The learning group

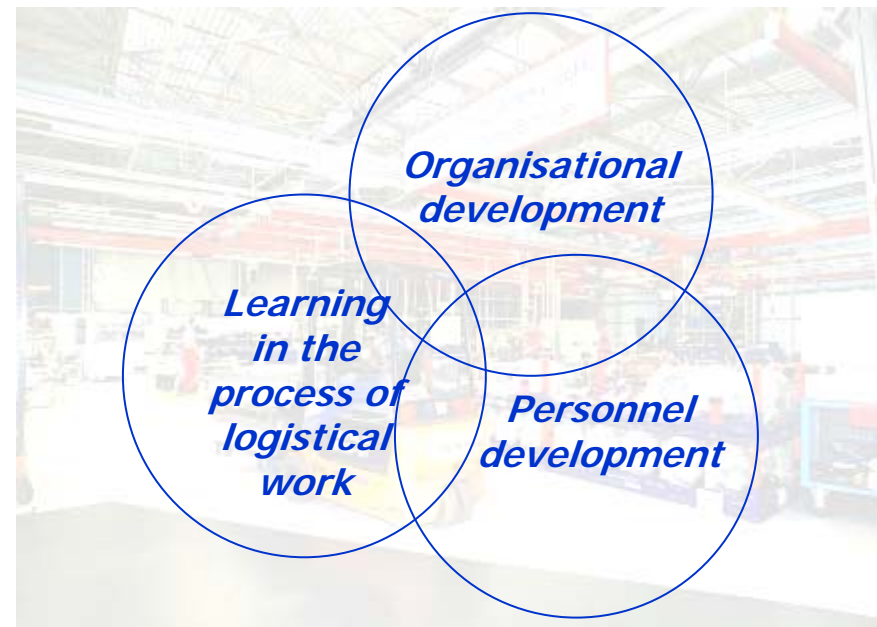
- The group intends to solve a problem or meet a challenge

The manager

- Secures the framework conditions and the implementation of the solution developed

The learning guide

- Clarifies the learning causes with the management and works on them with the learning group, accompanies implementation



Key role: Learning guide

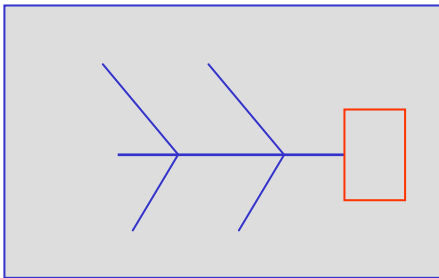
- Middle management
- Important: not direct manager of learning group
- Of advantage: experience in moderating groups
- Combining logistics system competence and application of methods



The learning guide works with the group using the fish bone diagramme

The set of methods

The learning guides have a set of methods at hand which they can apply to various kinds of learning causes. Methods can also be combined.



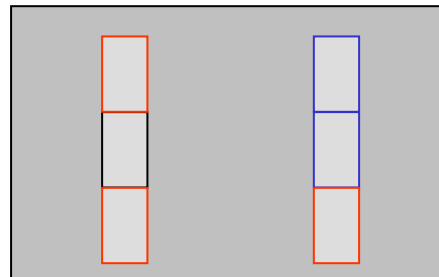
Situational learning causes

Focus: Fish bone diagramme

To-do list

Implementation

+



Planned learning causes

Focus: Set of pictographs

To-do list

Implementation

+



Learning causes - interfaces

Focus: Jigsaw puzzle

To-do list

Implementation

Increased efficiency through competence development

“With the help of the **SOLOS** learning model, actors have achieved the optimisation of work processes in the area of logistics / freight handling.”



Helmuth Geletiuik
Head of Logistics, Lagermax

“Through **SOLOS** we managed to reduce the error rate in the processes of our external logistics centre by 30%.”



Arletta Witalewska
Head of Human Resources, Panopa Logistiek Polska Sp. z o.o.

“We managed to better structure and standardise information and documentation behaviour with the help of **SOLOS**. Through this, processes have become more transparent and causes of stressful situations have been minimised.”



Peter Baumann
CEO, 24plus Logistics Network