



Client:	Siemens AG – IFRS Training
Keywords:	<i>training needs analysis, IFRS conversion, global training rollout</i>
Issue:	As part of a global change from US GAAP accounting to International Financial Reporting Standards (IFRS) there was a need to train both accountants (who would need to adapt accounts accordingly) and finance IT staff (who would need sufficient knowledge to adjust transaction and accounting systems around the world to enable a smooth transition for the accountants). In addition training was required for line managers to understand changes in management performance and how this might affect decision making at business unit level.
What we did:	<p>Developed overall approach to training needs analysis, content preparation and training delivery to enable training throughout the world. Supported in-house Siemens accountants to develop course notes and material (in English and German) for an interactive and international course. Developed and ran a Train the Trainer programme to enable in-house German Siemens accountants to run these courses. Carried out a global training needs analysis to determine the course roll-out plan.</p> <p>Documentation was given to delegates throughout the world to enable them to translate material accurately and provide consistent training in their region. (Courses translated into approx 8 languages)</p> <p>Number of short modules that could be delivered as a series of ‘Nuggets’ or as a single 2 to 3 day course depending on local circumstances and training needs Adapted training courses for refresher training via CBT developed by Siemens in-house training team</p>
Benefit:	<ul style="list-style-type: none"> ▪ Smooth transition to IFRS reporting ▪ All finance staff fully prepared for transition