

SOSIE™ 2nd Generation: Case Study

IDA EL HICHERI

Consultant in Managerial Development SNCF MOBILITÉS



Case Study: SNCF Mobilités

For many years, the SNCF Mobilités Talent Management department has used SOSIE™, essentially for its internal posts. Ida El Hicheri, a consultant in managerial development, shares her experience with us.



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CONSULTANT
IN MANAGERIAL
DEVELOPMENT SNCF
MOBILITÉS

“SOSIE: HIGHLY ENRICHING FOR THE COMPANY, BUT ALSO FOR THE INDIVIDUAL”

“We have been using SOSIE™ for over five years for the internal development of management posts. It makes for a highly comprehensive, rich inventory, which goes a very long way in supporting individuals. He also stresses the person’s values: a point which is very important to us.

You can spend two hours debriefing using SOSIE™ results. It is highly enriching for the company, but also for the individual. From the moment training began, what I really enjoyed was discovering just how in-depth the analysis is, especially with its cross-analysis.

But also the fact that the trainers taught us to put certain results into perspective, balance them, to not limit ourselves too much on the evidence. SOSIE™ is full of resources, both in terms of personal development and as a managerial tool.

At SNCF Mobilités, part of the Talent Management department, we therefore attach considerable importance to mastering the tool itself, to the need to have a real enquiry process, while observing the ethics to which Pearson TalentLens is also very much attached. This means that we can eliminate all risk of misuse.”

Company Snapshot

1827: France’s first railway line opened, between Saint-Etienne and Andrézieux (21 km) 260,000 employees working in 120 countries.

€31.4 billion in sales, including 33.33% made internationally.

273 million travellers transported in 2015 in Europe.

30,000-kilometre network

15,000 trains every day in France.