

55th IAA SYMPOSIUM ON SAFETY, QUALITY AND KNOWLEDGE MANAGEMENT IN SPACE
ACTIVITIES (D5)

Interactive Presentations - 55th IAA SYMPOSIUM ON SAFETY, QUALITY AND KNOWLEDGE
MANAGEMENT IN SPACE ACTIVITIES (IP)

Author: Ms. Catalina Bordas
Elecnor Deimos, Romania

Mrs. Alina Maria Vladoi
Elecnor Deimos, Romania

Mr. Ionut Grozea
Elecnor Deimos, Romania

Dr. Florin Tache
Elecnor Deimos, Romania

ENHANCING OWNERSHIP AND ENGAGEMENT OF PEOPLE BY STREAMLINING PROCESSES
FOR CONTINUOUS IMPROVEMENT IN SPACE PROJECTS

Abstract

Current paper presents the processes and methodologies set in place and continuously being improved in Deimos Space Romania to cultivate, maintain and grow a sense of ownership and engagement for all colleagues working in space projects.

Ensuring quality deliveries on-time and within budget across all projects within the company is one of our main objectives. Besides procedures, standards, tools and methodologies employed to achieve this, a key role is played by the people working in the project teams.

Starting with first on-boarding steps and finishing with a keen focus on KPI's, we continually focus on training and empowering our colleagues to gain knowledge and experience, thus expanding their technical capabilities and, at the same time, helping them take responsibility, step up and grow into fully independent, leading space engineers.

Mastering hard and soft skills ranging from advanced technical competences to aspects related to product assurance, earned value management, configuration and risk management, communication and negotiation, as well as safety and quality, are part of our resources development roadmap, with the clear end goal to implement and promote continuous improvement in the way activities are conducted in the space sector and fundamentally contributing to increasing people's ownership and engagement. And, considering current pandemic times, when it has been difficult to organize team building events, this approach is especially important in keeping people connected and bringing them closer together, even when working remotely.