



EDITORIAL

A subtle equation

On Thursday the 24th of September, the 2015 edition of the traditional FASIA ceremony, designed to reward the trainees of the 2014-2015 class of the IAS annual Master Program, allowed our Institute to address a key theme which structured its daily work: the various types of support offered by its teams, both up and down the chain value of a sector increasingly demanding in terms of training needs and related expectations.

Providing adequate support is obviously anything but an easy task or even a definitive achievement. Quite the contrary. Most of the time, it means building and what's more, maintaining over time a subtle —if not complex— equation. Beyond the significant resources it mobilizes, this support —both of the French industry and its international partners and customers— takes many forms, which very often cumulate in the same business situation. It is implemented through end-to-end solutions, which combine training engineering, industrial expertise, logistical organization and consideration for the customer specificities, with two main guiding principles: excellence in service quality and adaptation to an ever-changing environment.

Beyond the various forms that this support might take, the inherent difficulty it represents on a daily basis should be pointed out. While it requires constant mobilization and flawless thoroughness from our teams, this support also and primarily depends on a key element: the efficiency of the partnership mechanism it relies on. Without it, our Institute, in view of its specific positioning, simply could not operate, or even exist. Therefore this mechanism is regularly optimized and enhanced with special care, in order to identify and mobilize at all time the resources (in terms of expertise, organization, etc.) that best allow the Institute to meet its customers' requirements in the best possible way.

This is also the price to pay to insure that the value proposition which shapes our Institute shall continue to be part of the strong dynamics IAS has demonstrated for a number of months. The many successes, both operational and commercial, achieved by our teams in 2015, provide in any case encouragement to continue on this path.

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Pierre VALENTI
Managing Director



VIETNAM

The University of Sciences and Technology of Hanoi is considering the creation of an aeronautic training and commissions a feasibility study from IAS



Following a mission in Vietnam at the end of last year and a request from the University of Sciences and Technology of Hanoi (USTH) consortium, IAS has been awarded a contract to carry out a feasibility study for

the creation of an in-country aeronautic training program. This study will consist in three steps: a preparation phase in order to define the project environment and partners, a mission in October in order to refine the details on the ground, and the delivery of the project analysis at the end of the year. The USTH, a Vietnamese university of excellence, was created in 2009 following a France-Vietnam governmental agreement, with the aim of promoting training, research and innovation. Based on the Bachelor-Master-PhD degree structure, the university initially offered six multidisciplinary training and research topics, including aeronautics and space. The latter is only partially covered by the current Space Master. Thus, IAS is helping the USTH to identify the appropriate curriculum to match the needs of the Vietnamese market.

SAUDI ARABIA

Continued cooperation with Saudia



August was quite busy for the IAS team in charge of the «Honing your Managerial Talents» training program, which main objective is to embed managerial practices within the Finance Department of Saudia.

Following the first two modules implemented in April and June, a third took place in Jeddah from the 23rd to the 27th of August. The theme focused on the importance of working in a group. Rory UNDERWOOD, former international rugby player and a Royal Air Force pilot, shared his experience as a high-level athlete and offered an initiation to rugby to highlight the team strength and the scope of collaborative work. A fourth module, planned in Jeddah in November, will complete this training program. However, this won't mark the end of IAS cooperation with the Saudi entity, since the fourth session of the «Aviation Management Professional Diploma» (AMPD) training will start around the same time. Designed for the new recruits of the company, this training action will be staged up until April 2016. The first module will be implemented in France in October, while the following two and the final exam will take place in Jeddah. Through these two training actions, the Saudi company demonstrates its continued confidence in IAS.

TOULOUSE

End of the Summer Program for the 2015-2016 class of the IAS annual Master Program



The 2015-2016 class of the IAS annual Master program

On the 3rd of August, IAS welcomed the trainees of the new class of its annual Master Program. Coming from about ten different countries (Brazil, Peru, China, Malaysia, Japan...), the 45 trainees started their training cycle in France with our traditional Summer Program. Intensive French courses, industry conferences, visits of industrial premises and discovery of the Midi-Pyrénées region set the pace of their first weeks in Toulouse. On the 18th of September, the trainees were presented with a certificate marking the end of this Summer Program. They then started the advanced masters carried out by our educational partners (ISAE-SUPAERO, Mines d'Albi, ENAC, TBS, and ENSEEIHT). Mr. Philippe GAUTIER, CEO of NEXEYA and member of the IAS board, is the sponsor of the 2015-2016 class. During their 14 months stay in France, the trainees of the annual Master program can rely on the IAS teams to provide them with a continuous administrative, logistical and human support. We will keep you up to date of the major events of this program, which will last until September 2016, the end of the training cycle for this class.

INDIA

IAS supports Hindustan Aeronautics Limited in a comprehensive reflection on human resources management



Following a request by its Indian customer HAL, whom IAS has been supporting for more than a year, a reflection, meeting and exchange week has been organized

in Toulouse and Bordeaux. It was designed for five human resources managers from various divisions, including Mr. Anantha AGASTHYA, Executive Director of HAL Management Academy. Wanting to develop a new HR strategy to achieve its ambitious objectives, the Indian company has asked IAS to conduct a comprehensive reflection on the subject as well as a benchmarking of HR practices among the French industry. In order to assist its customer in this process, IAS has set up various exchange and discussion workshops on the link between innovation and human resources, which were led by HR experts such as Daniel SALVADOR from Airbus Group and the Dr. Florin PAUN from ONERA. So as to shed an additional light on the matter, on-site meetings have been organized with human resources managers (Dassault Aviation in Bordeaux, ATR and Liebherr in Toulouse), which allowed for assembly line visits.



RUSSIA

IAS maintains its links with Russia at the MAKS 2015 exhibition



IAS alumni dinner in Moscow

From the 25th to the 28th of August, Pierre Valenti, IAS Managing Director, and Valérie Barthe, Head of Business Development, went to Russia to meet the local stakeholders of the aerospace sector.

Besides attending the MAKS 2015 exhibition, the agenda of this mission included meeting advisors to the French Embassy and local representatives of the French industry (Airbus Defence & Space, Thales Alenia Space, Airbus Group, Airbus Helicopters, and SAFRAN), as well as meetings with the Russian stakeholders of the industry (TSNIIMASH, OAK, ORKK and Aeroflot).

This mission also helped us to reinforce our links with the former Russian trainees who benefited from IAS training programs. A hearty dinner in Moscow in the presence of representatives of the French industry brought together about twenty guests.

PARIS

IAS at the 2015 World Satellite Business Week



For a 3rd year in a row, IAS attended the World Satellite Business Week, a key event in the space

sector, organized from the 14th to the 18th of September in Paris by Euroconsult.

The IAS commercial team took advantage of this conference to review various business opportunities with a number of customers or partners.

Several meetings have thus been planned with entities such as Airbus Defence & Space, AON Space, Arianespace, SATConsult, and Thales Alenia Space.

It should be remembered that it is during the 2014 edition of this event that IAS signed a partnership agreement with Euroconsult, who takes part to some training cycles offered by the Institute.

2015 FASIA ceremony, IAS reflects on its key success factor: support



The 2014-2015 class of the IAS annual Master program at the FASIA ceremony

The now traditional FASIA (French Aeronautic and Space Industry Award) ceremony took place on the 24th of September 2015 at the Palladia hotel in Toulouse.

The 27 trainees of the 2014-2015 class

of the IAS annual Master program were presented with their end-of-cycle certificate in the presence of some 200 guests.

Chaired by Jean-Christophe GIESBERT, the evening started with a round table discussion emphasizing the various types of support offered by IAS to its customers.

Christophe ROUX, from Airbus Defence & Space, Jacques TOURNUT, from Toulouse Business School and Christian COMBE, from Pyramis Consulting, shared their experience on this matter and took part to the discussion, together with the IAS team.

While the Institute's commercial team mainly spoke about the support offered to the French industry (especially regarding skill development) as well as to its customers and partners, Frédérique Breniaux, IAS Domestic Operations Manager, reflected on the logistical, administrative, and individual support provided to the trainees. Didier Fériol, IAS Network Manager, presented the service offered since last spring to support the GIFAS members: a dedicated and secure platform, drawing on a database updated on a daily basis, which allow to access the detailed profiles of the foreign professionals from more than 100 countries who benefited from IAS training solutions over the last 35 years.

IAS unveils its institutional video



As announced in the first quarterly newsletter of 2015, the new IAS institutional video, produced by Pinkanova, has been released a few days ago. Presented for the first time at the 2015 FASIA ceremony, this video is now available on the home page of the IAS website: www.inst-aero-spatial.org

Strengthening of the IAS Operations team



The scope of the mission of Francisco Paco Cervantes, who joined IAS in April as Relocation and Related Services Manager, has been extended after the departure of Jérôme Ficot.

In parallel with supporting the 24 Peruvian staff who are part to the PeruSat-1 program, Paco is also now in charge of organizing and following-up the missions abroad, working together with Agathe Langlois within the International Operations team.

Welcome Congratulations!

IAS is pleased to announce the birth of Romane, born on the 17th of August, to the delight of her Mum, Amanda Guastavi, IAS Communication Manager. The IAS team welcomes this beautiful little girl.



Please find below IAS working schedule for the next three months, as well as the missions and exhibitions our teams will attend:

WORKING SCHEDULE

COUNTRY	DATE	CLIENT	TYPE	IAS CONTACT	LOCATION
SAUDI ARABIA	September - October	Saudia	On Job Trainings (OJT)	Monia Zaki	Toulouse
SAUDI ARABIA	October	Saudia	Finance training - Module 4	Monia Zaki	Jeddah
SAUDI ARABIA	October - November	Saudia	AMPD 1 & 2	Monia Zaki	Toulouse, Paris, Jeddah
VIETNAM	November	USTH	Feasibility study	Etienne Fleury	Toulouse

MISSIONS

COUNTRY	DATE	IAS ATTEENDES	LOCATION
VIETNAM	October	Etienne Fleury	Hanoi
INDIA	October	Etienne Fleury - Pierre Valenti	Bangalore
RUSSIA	October	Valérie Barthe	Moscow
OMAN	November	Monia Zaki - Pierre Valenti	Muscat
SAUDI ARABIA	November	Monia Zaki	Jeddah
SOUTH KOREA	December	Etienne Fleury - Adeline Verdier	Seoul
JAPAN	December	Etienne Fleury	Tokyo
CHINA	December	Adeline Verdier	Beijing

EXHIBITIONS

EVENT	DATE	IAS ATTEENDES	LOCATION
2015 DUBAI AIRSHOW	November	Monia Zaki - Pierre Valenti	Dubai
AACO	December	Monia Zaki - Valérie Barthe	Jeddah

PARTNERS' TESTIMONY

« A dedicated team from IAS, Toulouse, France, collaboratively worked with HAL to develop a customized training module designed for the company's senior executives. The course content focused on approaches to strategic management, leadership and execution excellence in the aerospace industry. The expert faculty members who participated in the programs offered thought-provoking ideas that have been understood and imbibed by the participants.

Visits to Airbus, Dassault, Turbomeca and other aerospace premises provided excellent opportunities for the participants to interact with their respective senior leadership teams. Our experience over three programs shows that IAS has a great team who understands the clients well and delivers excellence in all aspects of engagement.

We are quite hopeful that the meaningful and mutually beneficial relationship built over the last two years will help both our organizations. »



Mr. Anantha AGASTHYA
Executive Director, Hindustan Aeronautics Limited Management Academy

Established in January 1980 and based in Toulouse, IAS is the French Aerospace Industry Association (GIFAS) agency for international professional training.

IAS fast facts: Training of more than 3,500 professionals from more than 100 countries • Portfolio of over 150 customers
10 to 12 training sessions per year • 2.3 million Euros turnover in 2014 • 14 permanent staff in December 2014

The smart network



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