

UNIVERSITY OF WALES TRINITY ST DAVID

CIPD PROFESSIONAL MAP: TRAINING AND
DEVELOPMENT NEEDS FOR AN HR OFFICER

LOUIS VUITTON

- DEVELOPING RELATIONSHIPS AND WORKPLACE ACHIEVEMENT
 - BMSK 5102
 - LECTURER; CHARLES NWAOGWUGWU
 - STUDENT; OKSANA MRSIC (2131895)

INTRODUCTION

1854 - Vuitton opened his first store in Paris, founded by Louis Vuitton.

In 1858, Vuitton introduced his flat-bottom trunks with trianon canvas

1987 - Moët et Chandon and Hennessy, leading manufacturers of champagne and brandy, merge with Louis Vuitton to form the world's largest luxury goods

LVMH

Bernard Arnault owns the group he is chairman and CEO.

2023 In addition to Louis Vuitton and Moët Hennessy, LVMH's portfolio includes Tiffany & Co., Christian Dior, Fendi, Givenchy, Marc Jacobs, Stella McCartney, Loewe, Loro Piana, Kenzo, Celine, Sephora, Princess Yachts, TAG Heuer, and Bulgari

Key People:

Bernard Arnault, (President)

Antoine Arnault, (Director of Communications)

Products: Luxury Goods and high jewellery.



History and Overview



The world's most legendary brand was founded in Paris by Mr. Louis Vuitton in 1854. Louis Vuitton was a French businessman. He was the founder of the Louis Vuitton brand of leather goods now owned by LVMH. Prior to this, he had been appointed as trunk-maker to Empress Eugénie de Montijo, wife of Napoleon III. a

THE IMPORTANCE OF TRAINING AND DEVELOPMENT FOR BOTH EMPLOYEES AND THE ORGANISATION

Employee

- Enhanced Knowledge and Skills
- Improved Job Performance:
- Career Advancement
- Increased Job Satisfaction

Organisation

- Improved Employee Performance:
- Reduced Turnover
- Adaptability to Change
- Enhanced Reputation
- Increased Employee Engagement



SKILLS REQUIRED

HR Expertise

Excellent communication skills

Problem-Solving and Decision-Making

Cultural Sensitivity

Communication and Interpersonal Skills

KNOWLEDGE REQUIRED

- HR Best Practice

- Diversity and Inclusion

- Employment Laws

- Ethical Standards

- Understanding the unique dynamics of the luxury fashion industry

BEHAVIOUR REQUIRED

Always staying ahead of potential setbacks, promoting a proactive mindset towards managing risks.

Cultivating a culture of flexibility and resilience

The importance of recognising and appreciating the contributions and expertise of every team member.

Understanding the unique dynamics of the luxury fashion industry

SWOT ANALYSIS

Strengths:

1. Strong knowledge of HR practices and regulations.
2. Excellent communication and interpersonal skills.
3. Ability to build positive relationships with employees at all levels.
4. Detail-oriented and organized, ensuring accuracy in HR processes.
5. Proactive approach to problem-solving and conflict resolution.

Weaknesses:

1. Limited experience in the luxury retail industry.
2. Lack of fluency in multiple languages.
3. Limited exposure to international HR practices

Opportunities:

1. Opportunity to gain valuable experience working for a prestigious luxury brand like Louis Vuitton.
2. Potential for professional growth within the organization through training and development programs.
3. Chance to network with industry professionals at events or conferences.

Threats:

1. Intense competition for HR positions within Louis Vuitton or other luxury brands.
2. Economic downturns or market fluctuations that may impact hiring or budgetary constraints within the organization.

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Personal Skills Audit**Name:** Oksana ~~Mrsic~~**Job role:** Human Resource Officer

Please tick as appropriate to indicate how you would rate your skills in relation to the following work / functional areas.

	Very good	Good	Adequate	Little or no experience
Information Technology				
Use Microsoft Office Word	X			
Use Excel spreadsheet		X		
Use a Database		X		
Use specialist HR software		X		
Use the internet	X			
Use e-mail	X			
Use PowerPoint	X			

	Very good	Good	Adequate	Little or no experience
Communication Skills				
Drafting contracts of employment		X		
Taking notes of Disciplinary hearings		X		
Write reports		X		
Produce material to support presentations		X		
Delivering a training session	X			
Resolving disputes/complaints	X			
Interviewing		X		
Advising on HR issues				
	Very good	Good	Adequate	Little or no experience
Problem solving skills				
Make good use of verbal reasoning skills, able to handle complex data and make selective use of information		X		

Explore more than one solution in <u>order</u> to solve a problem		X		
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Consider the ideas of others to help solve problems		X		
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Supervisory Management

How much experience have you had in your role?	< 1 month —	1-3 months	> 3 months X
How many people have you managed at any one time?	None —	1-5	Above 5 X

I declare that the information given in this form is true

Signed	 Oksana ~~Mrsic~~
Date	12/11/2023

Thank you very much for all your
attention. Have a lovely day ahead!