



**Understanding
the detail.
Getting the big picture.**

Academy Calendar

2018

**PRYSMIAN GROUP
ACADEMY**

**Prysmian
Group**

THE ACADEMY



Prysmian Group Auditorium

Prysmian Group Academy is the innovative and successful initiative in Corporate education. As the world's leading cable specialist, people look to us to set the standard. We take the development of our people seriously. Starting at the top, we ensure knowledge, skills and a strong customer-focus are reinforced at every level of the business.

HELPING OUR PEOPLE REACH THEIR POTENTIAL

Our heritage is built on the spirit of continuous learning, with the skills of one generation, passed on to the next. Our people are a key part of our success. That's why it's so important for us to help them reach their potential.

By offering training, and the chance to grow and take on new experiences every day, we're linking the future for our people as well as our business.

The employee attributes with the biggest potential to have an impact on our success are leadership skills and technical capabilities. To help strengthen them within the business, we've developed a series of specialist programs, tools and initiatives that together, create exciting opportunities for our people to expand their knowledge and grow with us, both in a classroom and digital forum.



SCHOOL OF MANAGEMENT

The main goals of the School of Management are:

- *To build the management pipeline, by scouting, developing and assessing talented employees.*
- *To reinforce networking between regions, accelerating integration between units and strengthening the business.*
- *To share and deploy the Group Strategy.*
- *To offer a complete, integrated vision of the business.*



PROFESSIONAL SCHOOL

The main goals of the Professional School are:

- *To leverage expertise across the organisation.*
- *To share knowledge and create an efficient, consistent network of skills.*
- *To develop product knowledge, in order to increase sales and better serve customers.*
- *To develop and reinforce the technical skills Prysmian Group has built its leadership position on.*

KEY FACTS

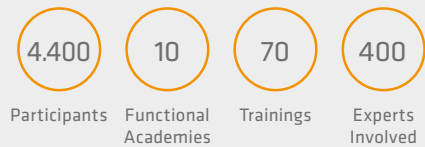


6 YEARS IN NUMBERS

SCHOOL OF MANAGEMENT



PROFESSIONAL SCHOOL**



** includes digital training

Looking back at the last 6 years, we are definitely proud of the outstanding results achieved. Moreover our dedication to training and growth of our employees moves us forward to new challenges and sets higher standards year after year.

WHAT'S NEW THIS YEAR

As part of our improved thinking, in 2018 we will continue to introduce some new activities in the School of Management and in the Professional School.

SCHOOL OF MANAGEMENT

-  Development of the Regional Leadership Programs in all Regions
-  Reinforcement of the Alumni network with new events
-  Launch new program for young employees joining the company

PROFESSIONAL SCHOOL

-  Focus on Centres of Excellence
-  Reinforcement of the networks of Global and Local Experts
-  Development of the Digital Academy
-  R&D Academy



"Welcome to our Digital Prysmian Group Academy: a great way to boost you knowledge and skills. The aim is to help all of us to grow with continuous learning. This is a huge opportunity to share know how, excellence and our values. Let's discover this new journey with the Prysmian Group Academy!"

Fabrizio Rutschmann, Chief HR Officer

THE DIGITAL ACADEMY

As an additional tool to the Prysmian Group Academy, we have developed the Prysmian Group Digital Academy, a digital platform where you can attend classes wherever you are for a continuous learning. The goal of the Digital Academy is to reach a larger number of Prysmian Group people in order to share, exploit and explore the best managerial practices and our technical knowledge.

Visit www.prysmiangroupacademy.com
A virtual assistant will explain you all the details to register, access to the platform and start your training.

ONE STRONG GLOBAL BRAND



Prysmian Group Academy training room

With a comprehensive global network, we understand the unique needs of every market. But while each base may have a key focus of its own, it's important to deliver consistently excellent service standards across the world. Our people, through their own specific knowledges and diversities, represent the main asset to build a strong global brand.

LEARNING FROM LIKEMINDED PEOPLE

Most of the projects we work on are a team effort. Working with other people is a great opportunity to pass on our skills, and pick up new ones. Here are some of the ways we promote shared learning at the Academy:



A digital platform/training component (mobile learning, crowd/social learning, online resources).



Classroom experience in multiple subjects.



Continuous learning.



A range of Alumni events.



Knowledge sharing.



Cristiana Scelza, *Side by Side Project Leader and SURF BU Director* stressed that the “Women in Leadership Program was designed to mix training and empowerment activities in order to develop and strengthen the skills women

need to advance their careers and improve the business efficiencies as we lead our teams and organisation to be higher performers”.

UNITY IN DIVERSITY - WLP

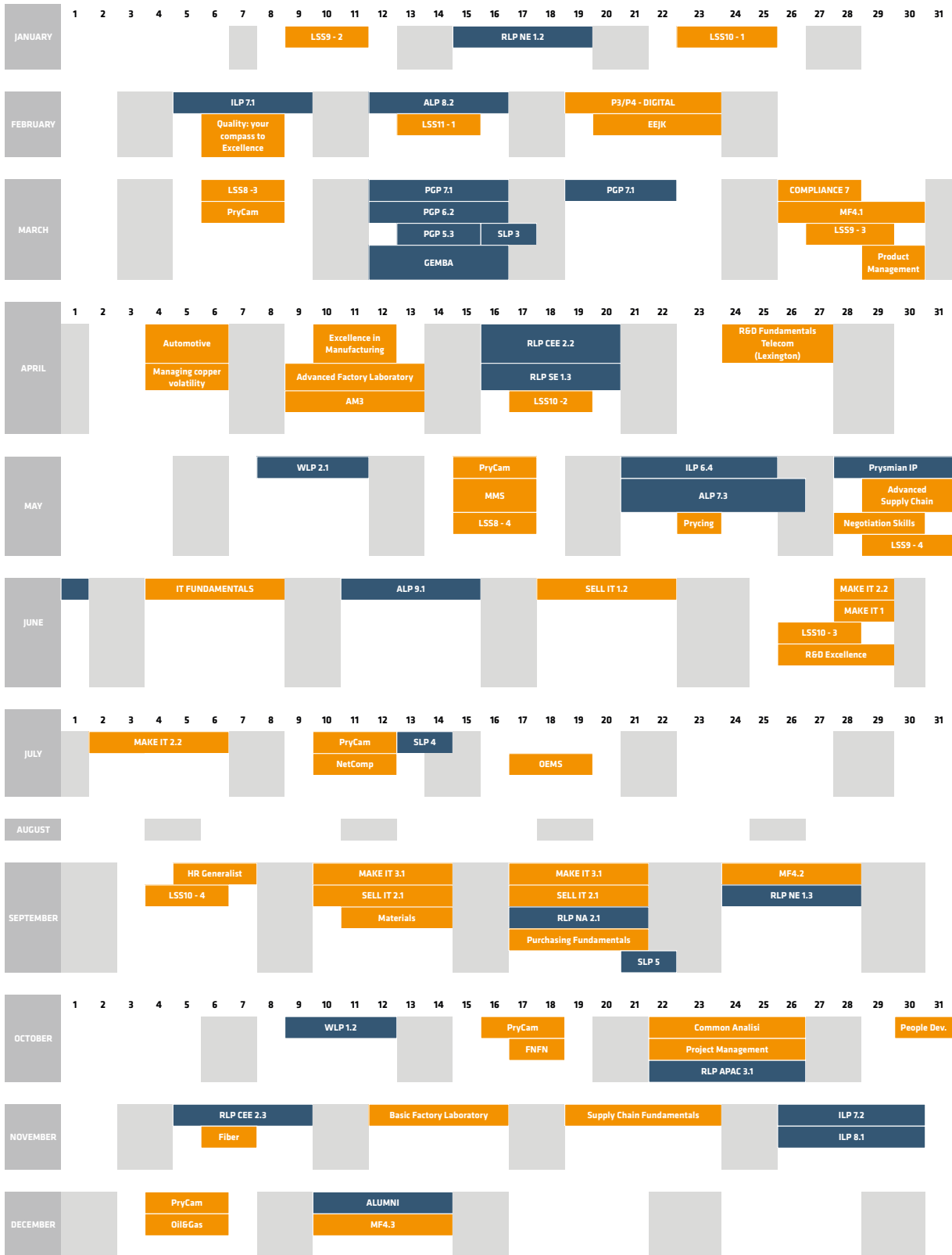
New ideas and approaches come from different perspectives. At Prysmian Group, we take pride in the diversity of our inclusive and supportive workforce. Starting in 2017, we launched Side by Side, a project to promote gender diversity inside the organization, as a driver for the creation and the exploitation of business opportunities. The Prysmian Group Academy will continue to contribute to the development of this project. For the first edition of the WLP, 30 talented women from all over the world met in Milan and, through a mix of class activities, workshops, open discussions and round tables, had the chance to interact with top Professors and the Top Management, to discuss about leadership, change management, work-life balance and people management. These outcomes will be developed further and used across the business.

“The Academy manages and gives value for the best to our skilled, excellent people who successfully contribute to the company’s success.”

Fabrizio Rutschmann,
Chief HR Officer



CALENDAR 2018



- PROFESSIONAL SCHOOL activities
- SCHOOL OF MANAGEMENT activities

This calendar is subject to change during the year. Training dates are only finalised and confirmed when participants receive an official invitation letter. For more information on the programs and how to enrol, please visit our Digital Academy or dedicated intranet page or talk to your local HR.

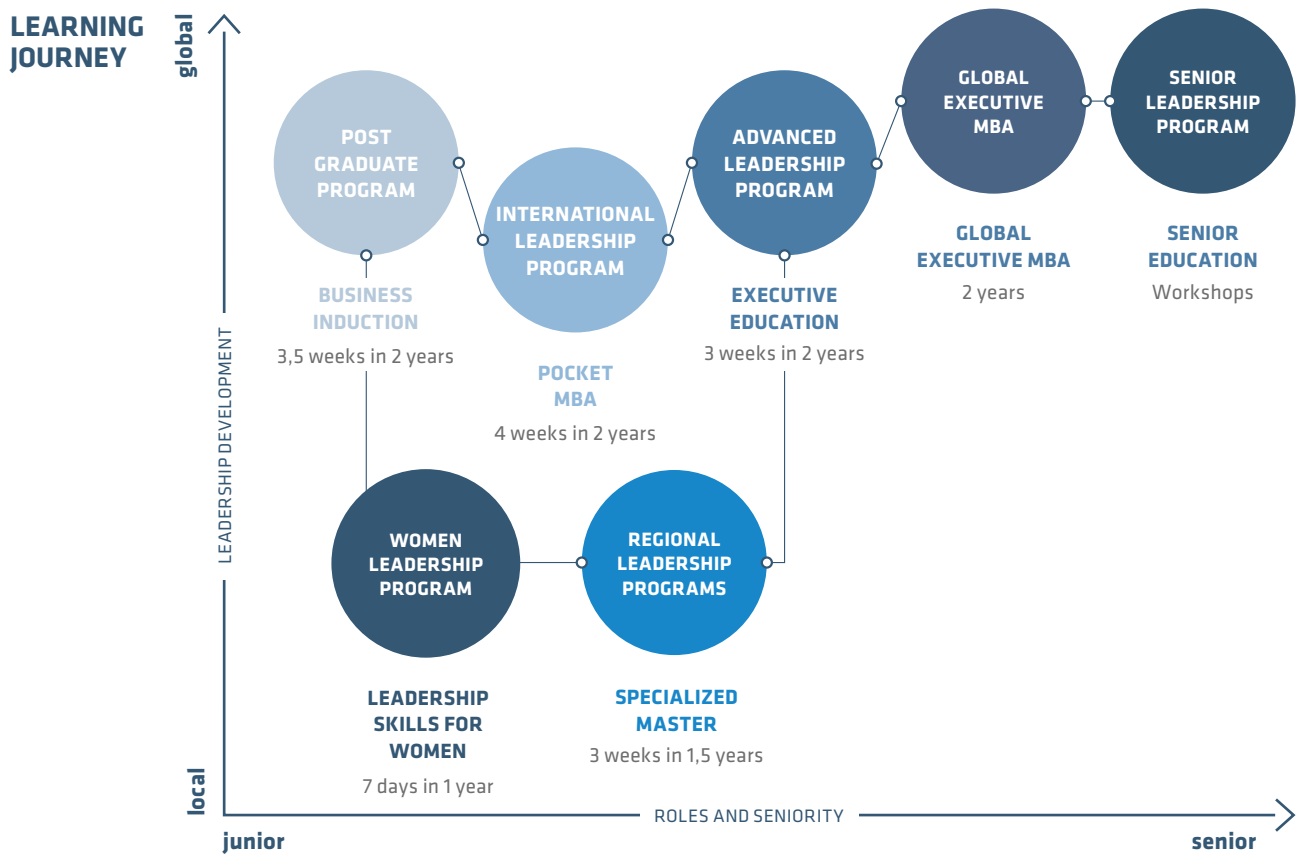
SCHOOL OF MANAGEMENT

The School of Management aims to find, attract, assess and develop talented people within the business, to help the business build the management pipeline, while reinforcing Group values across the network. It is open to outstanding performers within the business, and structured around a range of valuable modules. All programs leverage input from top Professors of Management, and speakers from leading companies and Prysmian Group customers with valuable experience to share.



“ALP was a great experience, outstanding classmates and professors. It was amazing to go back to university after so many years..”

Laura Figini,
Planning and Reporting Manager



GENERAL ELIGIBILITY CRITERIA

To have access to the School of Management, the following criteria will be taken into account:

- Presence in P4 Talent Boxes.
- Role & Seniority.
- Fluent English speaker.
- International mobility.
- Succession planning.



PORTFOLIO

PROGRAM ALUMNI

STAYING CONNECTED WITH THE SCHOOL OF MANAGEMENT COMMUNITY

Dedicated open enrolment events for the International and Advanced Leadership Programs, along with the Post Graduate Program have been created. These energise the network, facilitate knowledge sharing, diffuse best practice, and stimulate managerial practices through innovative academic research. They also help the spread of information, and boost “out of the box thinking”.

SENIOR LEADERSHIP PROGRAM (SLP)

DEVELOPING AN INNOVATIVE NEW MANAGERIAL PRACTICE FOR THE GROUP

This program is dedicated to senior managers. It offers a selection of the key topics, directly addressed and developed by the Participants. In this way, the common language and knowledge base to meet our managerial challenges is created: creating and implementing strategy; driving change and leading people.

GLOBAL EXECUTIVE MBA (GEMBA)

INTEGRATED PREPARATION FOR SENIOR MANAGEMENT ROLES

The Global Executive MBA is a modular program. It offers high-quality business education for executives who want to expand the scope of their careers, and move towards a more international business position. A launch-pad for future careers, it's an integrated preparation for senior management roles.

ADVANCED LEADERSHIP PROGRAM (ALP)

TAKING OUR SKILLED LEADERS FURTHER

A full leadership program designed for executives that want to quickly hone their managerial and leadership skills. In three week-long modules, the intensive program covers three key areas of leadership: Leading Business, Leading Change and Leading People. The best executives have leadership skills that inspire and energise, along with an analytical ability that helps them understand complex situations and make effective strategic decisions. This program offers them the opportunity to meet and share ideas with some high-profile industry professionals. Participants that successfully complete the program receive the SDA Bocconi certificate.

REGIONAL LEADERSHIP PROGRAMS (RLP)

FOCUSING ON STRATEGIC LOCAL CHALLENGES, TO REINFORCE OUR LEADERSHIP

Regional Leadership Programs in APAC, North America, Central Eastern Europe and South America were launched between 2015 and 2016. In 2017 they are being rolled out to parts of Europe, with South Europe and North Europe Regions. Designed to help strengthen the Group's market position in regions, they take account of local businesses and market nuances, while establishing a strong regional network of managers aligned with Prysmian Group strategy.

INTERNATIONAL LEADERSHIP PROGRAMS (ILP)

DEVELOPING TALENT FROM WITHIN THE BUSINESS

A full international leadership development program, specially tailored to the Prysmian Group and designed to help those aiming for an international leadership role within the business. Entirely in English, the course is made up of four intensive weeks spread over two years. The learning modules, the heart of an MBA program, are focused on core managerial skills, with web seminars connecting to experts further afield, and some challenging business projects. Participants who complete the International Leadership Program will be awarded with the SDA Bocconi certificate.

POST GRADUATE PROGRAM (PGP)

A DEEP-DIVE INTO THE BUSINESS FOR EMPLOYEES NEW TO THE INDUSTRY

A full management induction specially tailored to the Prysmian Group, the Post Graduate Program is the perfect way for newcomers to immerse themselves in the industry. Entirely in English, the course is made up of three intensive weeks spread over a two-year period and focuses on our products, processes, customers and business fundamentals. Participants have the opportunity to work with a Mentor, a senior manager who will be on-hand, ready to offer advice and insights. At the end of the course, successful participants will be awarded with the SDA Bocconi certificate.



All programs are linked and built as a learning path to leadership. At the end of the entire School of Management path each participant will have acquired contents and skills accredited by GEMBA.

“Gemba was the most impactful program that I’ve ever been to. Great content about strengthen your skills and confidence to be a successful and authentic leader.”

Ivan Loyen,

CCO Thailand, Vietnam and Other Delegated Markets



PROFESSIONAL SCHOOL

WHERE SPECIALISTS TAKE THEIR SKILLS TO THE NEXT LEVEL

The Professional School aims at sharing, developing and consolidating the key knowledge and technical skills on which Prysmian Group has built its market position. Training is delivered by our experts, engaging more than 150 employees as internal faculty. In 2017 4400 employees from all over the world took part in the Professional School and enhanced key competences. Candidates are selected based on performance in P3 employee evaluation.



Brian Liu, MAKE IT, Production Engineer China



PRYSMIAN GROUP MANUFACTURING ACADEMY

In 2016 the Group created the Manufacturing Academy in Mudanya (Turkey): a centre of excellence and expertise which aims at strengthening the technical, leadership and manufacturing skills of our people. As a result, there's a positive effect on all our product ranges, along with the development of a strong Manufacturing Community.

PRYSMIAN GROUP R&D ACADEMY

In 2018 the group will expand the academy profile by opening our R&D academy centre of excellence in Lexington North America. Like the manufacturing academy, this new R&D academy and facility will strengthen our R&D skills globally, create a networking environment where we can learn best practice from our piers and experts and strengthen our process and efficiencies



The Professional School is more and more integrated with the company's performance management system P3. Employees should select their training path according to their roles, seniority and the professional goals they are assigned. Managers will also have the chance to suggest their collaborators what trainings they should attend to develop and strengthen their skills and competencies. For us is a revolution, which will give consistency to the trainings' key value, the growth of our people.



"The launch of the Prysmian Group Academy at the newly expanded R&D Center in North American represents our continued focus on and investment in developing technologically advanced products and systems.

In Feb 2018 we will open the "R&D Academy Centre of Excellence" by holding our first training course for junior engineers specialising in energy cables, this will be the first of many training courses to follow."

Valeria Garcia,
VP R&D Chief Engineer North America



"The Lean Six Sigma class is a really valuable tool and should be a requirement for all engineers and management for Prysmian. The training has opened my eyes by learning the 7 deadly wastes and knowing the differences between value added

and non-value added processes. I have brought back a new perspective and respect for Lean Six Sigma as I tackle the reduction of defects from shorts in pair at Draka Elevator Products."

Travis Stroud,
Quality Supervisor USA

PORTFOLIO



MANUFACTURING ACADEMY

LEAN SIX SIGMA (LSS)

Learn the Lean Six Sigma methodology and become a Green Belt.

MANUFACTURING FUNDAMENTALS (MF)

Immerse in the processes, knowledge, culture, terminology and best practice of the Group manufacturing.

ADVANCED MANUFACTURING (AM)

Hone manufacturing skills and deepen understanding of the business.

EXCELLENCE IN MANUFACTURING (EM)

Challenge with real projects and strategic issues that have an impact on operations.

METALLURGY

A real Master Class to enter this key technical skill.

MAKE IT

The Induction, technical and managerial training for the new talented people working in Operations.



SUPPLY CHAIN ACADEMY

SUPPLY CHAIN FUNDAMENTALS

Acquire key competence and knowledge in logistics.

ADVANCED SUPPLY CHAIN

Focus on transport, drums management, SOP, planning and material flow for the excellence in supply chain management.



QUALITY ACADEMY

QUALITY ONLINE

Experience an innovative approach to the Prysmian Quality Handbook.

QUALITY

A live deep dive in the highest Group's Quality principles.



PURCHASING ACADEMY

PURCHASING FUNDAMENTALS

Develop valuable competences in buying materials and services.

ADVANCED PURCHASING, NEGOTIATION SKILLS

Build your leadership by reinforcing your negotiation skills. This training is run jointly with the Sales Function.



R&D ACADEMY

CABLE DESIGN BASIC

Have a basic introduction to cables and how they work. This training will be part of the Induction package.

ADVANCED CABLE DESIGN

Take the opportunity to do a step ahead in your ability in cable design.

BASIC FACTORY LABORATORY

Three modules for junior people: Safety in Electrical Labs, Basic Course for Factory Laboratory Basic Course on Factory Chemical Physical Laboratory.

ADVANCED FACTORY LAB

Three modules for more senior people: Advanced Factory Lab, Safety in Electrical Labs, Site Acceptance Test.

COMMON ANALISI

As key user, update on new functions and a support to better perform activities.

COMMON ANALISI ONLINE

Practice a continuous learning tool based on specific needs.

MATERIALS

Enter the world of materials by acquiring a deep knowledge.



PRODUCT & SALES ACADEMY

OEMS, OIL & GAS AND ELEVATORS

Develop technical and commercial competences, raising awareness of the Energy product portfolio.

TELECOM SOLUTIONS, MMS AND FIBRE

Develop technical and commercial competences, raising awareness of the Telecom product portfolio.

PRICING

Acquire new high competences in pricing and sales techniques.



Train on technical promotion, live demonstrations, PD measurement and base diagnosis.

TRAINING FOR COMMERCIALS

Manage effective customer relationships.

KEY ACCOUNT MANAGEMENT

Reinforce the skills and the approach of a successful KAM

SELL IT

The Induction, technical and managerial training for the new talented people working in Sales.

ADVANCED PURCHASING, NEGOTIATION SKILLS

Build your leadership by reinforcing your negotiation skills. This training is run jointly with the Sales Function.



IT ACADEMY

IT FUNDAMENTALS

The first edition of this training, that has the goal to align the global and local team around the new IT strategy and key competences.



HR ACADEMY

PEOPLE DEVELOPMENT

Share specialist competencies for recruitment, training and development.



INTERFUNCTIONAL ACADEMY

PROJECT MANAGEMENT

Train on effective project management and gaining a competitive advantage.

FINANCE FOR NON FINANCE (FFNF)

Collect notions and tools for the proper application of financial principles in daily work activities.

P3/P4 - PEOPLE MANAGEMENT

A new set of People Management training pills for the development in the use of the P3/P4 tools.

TRAIN THE TRAINER

Participate to develop your presentation skills and your ability to manage speeches and audience.

LANGUAGE AND INTERCULTURE

The basic skills for the cross-cultural management in a global company.

PRY Onboarding

The induction package for the new employees.



*"We are extremely proud to have inaugurated the Training Centre in 2017 at our new Headquarters," stated **Fabrizio Rutschmann**, Chief HR Officer at Prysmian Group.*

"This is a further step forwards in our strategy of developing our human capital, which represents a valuable, essential resource for the Group."

OUR MAIN PARTNERS



Front cover picture: **Airbus A380**

Prysmian Group cables, due to their innovation and reliability, have been using on Airbus A380 for the last 13 years. Today they are used on all new platform including the military A400 M and the A350.


OUR CONTACTS

For more information, visit our dedicated Prysmian Group Academy section on prysmiangroup.com and go on the website prysmiangroupacademy.com




MAIN SOCIAL NETWORKS

 facebook.com/PrysmianGroup

 twitter.com/prysmiangroup

 linkedin.com/company/prysmian

 youtube.com/user/ThePrysmianGroup

