

Understanding the detail. Getting the big picture.

Academy Calendar 2016

PRYSMIAN GROUP
ACADEMY



Prysmian
Group

 PRYSMIAN

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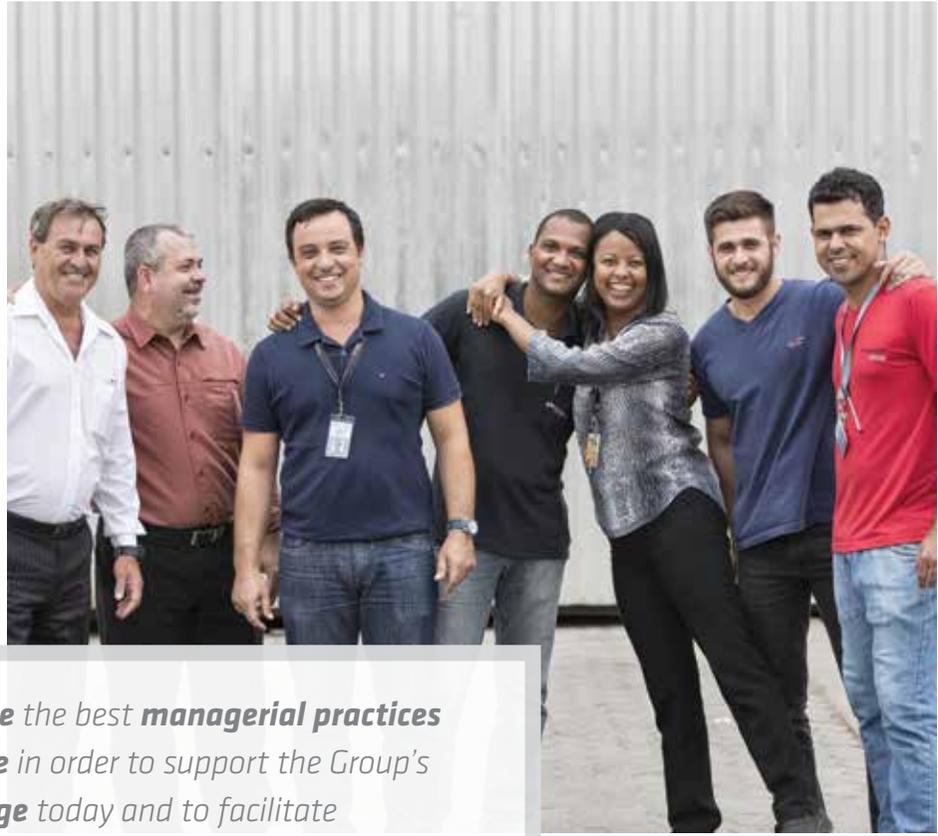
The Prysmian Group Academy

Prysmian Group Academy, the name of the Group's innovative initiative in Corporate education.

A key part of our success lies with our people, which is why it's so important for us to help them reach their potential. Our heritage is built on the spirit of continuous learning.

By offering training and the ability to grow and take on new experiences every day, we're linking the future for our people as well as our business. So to strengthen the leadership skills and technical capabilities of the business – areas that have the biggest impact on our potential – we're working from within.

We've developed specialist programs, tools and initiatives that work together to create exciting opportunities for our people to expand their knowledge and grow with us.



*We **share, exploit and explore** the best **managerial practices** and our **technical knowledge** in order to support the Group's **competitive advantage** today and to facilitate the **generational change**.*

*We squeeze **value of our pipeline** because we represent and we offer a space where our people can interact with different categories of **internal and external stakeholders** that contribute to develop and reinforce our **leadership role in the cable business**.*



School of Management

The School of Management aims to find, attract, assess and develop talented people within the business, in order to build the management pipeline. It reinforces the Group and Regional networking and it accelerates the integration.

In 2015 the School helped more than 400 employees strengthen their leadership skills, creating a culture of shared management and an integrated vision of the business.



Professional School

The Professional School aims at sharing, developing and consolidating the key knowledge and technical skills on which Prysmian Group has built its market position.

Every training is delivered by our experts, engaging more than 100 employees as internal faculty. The professional school in 2015 has involved more than 300 employees from all over the world enhancing key competencies.

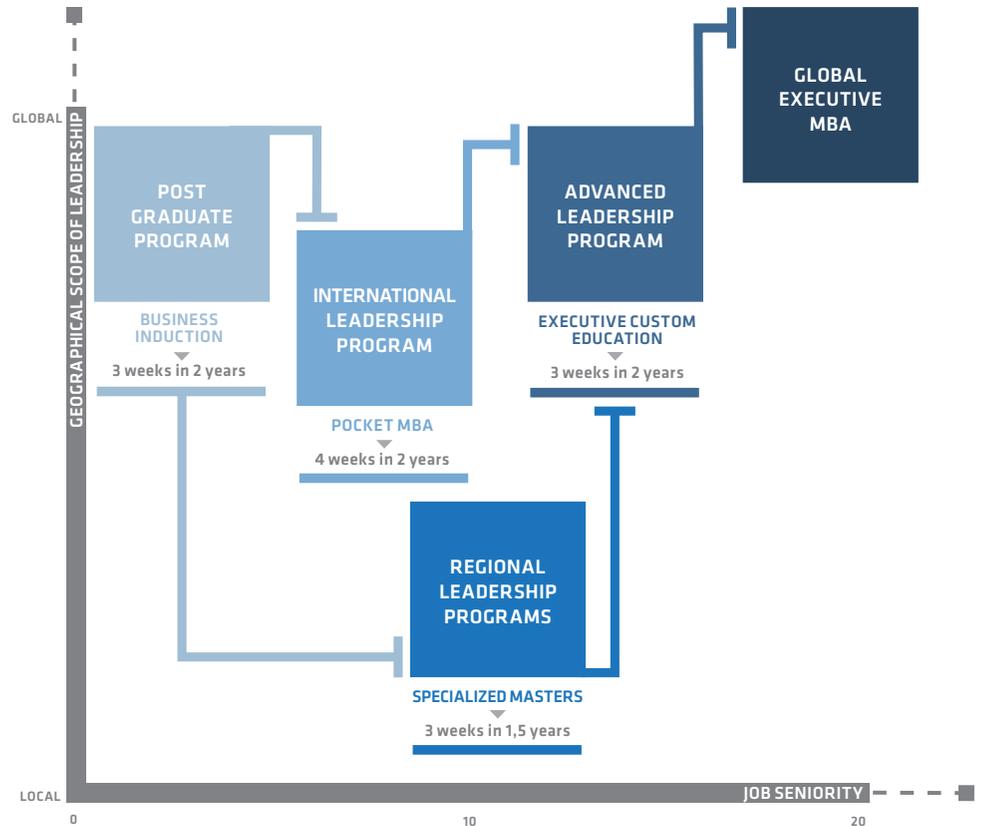
The School of Management

The School of Management is structured along a valuable portfolio of trainings. Most talented employees can participate in these programs according to the geographical scope of their leadership and their job seniority. All the training initiatives leverage on top Professors of Management and speakers coming from leading companies and Prysmian Group's customers that have the potential to share their own knowledge and experience.



"When I was selected to participate in the ILP program, I felt very fortunate. When you are actively involved in this initiative, you feel special and motivated to give the best of you. We have learned concepts that are helping us on a daily basis and we have created a network of people we trust that will be the reason to understand every circumstances, to go the extra mile."

P. FERNANDEZ SAMANIEGO
Sales & Business Development Network Components, APAC



"The Prysmian Group Academy is one of the world's most advanced corporate development programs as it offers a coherent and comprehensive learning path, starting at the graduate level and offering the prestigious certification 'SDA Bocconi Global Executive MBA'. The Academy's focus on knowledge application through field projects, the Alumni initiatives, the strong involvement of Prysmian managers as speakers as well as the close connection with employee assessment and career development are distinctive features of the program."

MARKUS VENZIN
SDA Professor of Strategic and Entrepreneurial Management and Academic Director of Prysmian School of Management

What's new in the School of Management

- **SLP:** This program is dedicated to senior managers. In a 3-day module, it offers a selection of the ALP topics to make sure a common language and knowledge base to meet our managerial challenges is created.
- **ALUMNI:** Dedicated open enrollment events for ALP, ILP and PGP alumni have been created. The purpose of these events is to energize the network, facilitate the knowledge sharing and the diffusion of best practices and boost "out of the box thinking".
- **CEE REGIONAL LEADERSHIP PROGRAM:** In April 2016, we will kick-off the third Regional Academy in collaboration with SDA Bocconi, Steinbeis University in Berlin and Corvinus University in Budapest.
- **BLENDED LEARNING:** An online learning tool has been created to prepare ALP participants for their first week's sessions. They will learn how to create a strategy and will receive a guiding framework to store the information they will receive during the 3-week training.



International Leadership Program – 1st Edition – Graduation Ceremony, May 8 2015

**GLOBAL
EXECUTIVE
MBA**

Integrated preparation for senior management roles.

The Global Executive MBA is a modular program providing a 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**

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 attend and complete their ALP in a distinctive and proactive way will receive the SDA Bocconi certificate.

**REGIONAL
LEADERSHIP
PROGRAMS**

Focusing on the local strategic challenges to reinforce our leadership.

Regional Leadership Programs in APAC and North America have been launched in 2015. They have the goal to reinforce and improve the Group's market position in Regions, foster local leadership competencies, fitting local business and market peculiarity, and establish a strong regional network of managers that are aligned and able to support and deploy Prysmian Group's strategy.

**INTERNATIONAL
LEADERSHIP
PROGRAM**

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**

A deep-dive into the business for those 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.

The Professional School

The Prysmian Group is very proud of its Professional School, whose value is related to the professionals, the managers and the top managers that are involved in planning the training initiatives, designing the contents and delivering their knowledge. More than 100 employees are Prysmian Professional Faculty Members.

MANUFACTURING ACADEMY



Lean Six Sigma

Learn the Lean Six Sigma methodology and become a Green Belt

Manufacturing Fundamentals

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

Advanced Manufacturing

Hone manufacturing skills and deepen understanding of the business

Excellence in Manufacturing

Challenge with real projects and strategic issues that have an impact on 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 Group's highest quality principles

PURCHASING ACADEMY



Purchasing Fundamentals

Develop valuable competences in buying materials and services

Advanced Purchasing

Build your leadership by reinforcing your negotiation skills

"Since the very beginning of the Prysmian Academy, we have introduced the Purchasing Professional Training that has started focusing on refreshing the job fundamentals and concentrating on global commodity management. It has evolved year over year and it is now a fundamental "must-have" for every Purchasing employee within the Group and we are moving forward introducing an "advanced" module that will target re-enforcement of specific skills such as negotiation techniques."



GIANCARLO ANGELINI
Chief Purchasing Officer





"We really think the Professional School represents a place where the competencies and the knowledge can grow and be enriched. This project is possible thanks to the involvement of a huge number of colleagues that devote their time and attention to the development of our people."

FABRIZIO RUTSCHMANN
Senior VP HR & Organization

R&D ACADEMY



Advanced Cable Design
A step ahead in cable design

Cable Induction
Basic introduction to cables

Common Analisi
An update and a support to better perform activities

Common Analisi Online
Continuous learning tool

Basic Factory Laboratory
Safety in Electrical Labs,
Basis for Factory Lab,
Basis on Factory Chemical
Physical Lab

Advanced Factory Laboratory
Advanced Factory Lab,
Safety in Electrical Labs,
Site Acceptance Test

Patents
World of patents,
brands and agreements

Project Server
A tool to better manage and control projects

PRODUCT & SALES ACADEMY



Network Components, OEMS and Oil & Gas
Develop technical and commercial competences, raising awareness of the Energy product portfolio

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

Pry-Cam
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

INTERFUNCTIONAL ACADEMY



Project Management
Train on effective project management and gain a competitive advantage

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

How to select people
Learn how to minimize your mistakes with people selection

Women in Leadership
Interact with key tools to promote diversity and inclusion in your teams

P3/P4
Train on the Group's performance and potential assessment practices

Train the trainer
Participate to develop your presentation skills and your ability to manage speeches and audience

HR ACADEMY



Assessment and Recruitment
Share specialist competencies for recruitment, training and development



"I had the chance to attend the 2015 edition of the Basic Factory Laboratory Course for Slatina employees. Through this training I broadened my knowledge about the Physical and Mechanical tests. I was impressed by the equipments available at the Research Laboratory for raw materials. It was surely a valuable way to deepen the understanding of my role."

MARIANA SIMONA CINCA
Slatina Plant Quality, CEE



Our main partners

SDA Bocconi School of Management

The School of Management of Università Bocconi has been creating and sharing knowledge since 1971. Over the years, the school's commitment to research and education has enabled it to contribute significantly to the development of many industries, both in Italy and abroad. SDA Bocconi has risen, in the Financial Times Ranking of Custom Programs, to 7th place in Europe and 11th worldwide.



The leading member-based advisory company, gives senior leaders and their teams insight into how successful organizations operate, equipping them with actionable solutions that can transform operations. CEB Integrated Talent Management Services address an increasing concern among leaders about how to manage and leverage talent to achieve business goals.



A premier university in Asia, the Singapore Management University (SMU) is internationally recognised for its world-class research and distinguished teaching. Established in 2000, SMU's mission is to generate leading-edge research with a global impact, and produce broad-based, creative and entrepreneurial leaders for the knowledge-based economy.



School of Management, Fudan University, has been creating and sharing knowledge since 1985. Over the years, the School's commitment to research and education has enabled it to contribute a lot to many industries, both at home and abroad.



The Darla Moore School of Business, located at the University of South Carolina, has a long tradition of preparing expert leaders for the international business marketplace. It was founded in 1919 as one of the earliest schools of commerce in the nation. Today, more than 200 faculty help educate over 5000 undergraduates and 800 graduate students.



Steinbeis University Berlin works as a knowledge and technology transfer partner to companies in trade and industry. Its core services encompass: research and development, consulting, and – as a basis for all of this – education. Founded in 1998, the Steinbeis University Berlin (abbreviated in Germany to SHB) offers executive degrees and employee training and development programs.



The mission of the Corvinus University of Budapest is to maintain an international standard of creating and transmitting values in the form of teaching, research and consulting activities, all in the context of academic freedom. The Corvinus University of Budapest regards its teachers, students and researchers as the most important creators of value in the institution.



Adecco is the global leader in Human Resource services. With 31,000 employees and 5,000 offices in over 60 countries, they manage more than 6.5 million workers every day. Adecco's expertise helps us deliver an innovative program of engaging exercises and activities.



Since 1954, FGV-EAESP has prepared the most qualified professionals for key decision-making in organizations. It is a South American pioneer in setting up Business and Public Administration programs, and is a leading think-tank in Latin America and the Caribbean.

For more info visit our dedicated Academy intranet or contact us at academy@prysmiangroup.com