



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

**Academy Calendar 2017**

**PRYSMIAN GROUP  
ACADEMY**

**Prysmian  
Group**

# THE ACADEMY



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.



### 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

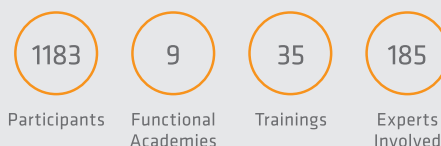


## 5 YEARS IN NUMBERS

### SCHOOL OF MANAGEMENT



### PROFESSIONAL SCHOOL



Looking back at the last 5 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 improving thinking, in 2017 we introduced 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 of the first edition of the WLP (Women in Leadership Program)

### PROFESSIONAL SCHOOL

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



New HQ, Milan

## THE DIGITAL ACADEMY

As an additional tool to the Prysmian Group Academy, we developed the Prysmian Group Digital Academy, a digital platform where to 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](http://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



MAKE IT 1, Induction Training, Manufacturing Academy - Mudanya (Turkey), June 2016

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:



Classroom experience in multiple subjects.



Continuous learning.



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



A range of Alumni events.



Knowledge sharing.

## UNITY IN DIVERSITY

New ideas and approaches come from different perspectives. At Prysmian Group, we take pride in the diversity of our inclusive and supportive workforce, and actively endorse it. Starting from 2017, we are launching 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 contribute to the develop this project, as training represents a key pillar for the creation of an inclusive leadership style. For the first edition of the WLP, 30 talented women from all over the world will meet in Milan and, through a mix of class activities, workshops, open discussions and round tables, will have the chance to interact with top Professors and the Top Management, to discuss about leadership, change management, work-life balance and people management.

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

**Fabrizio Rutschmann,**  
SVP HR & Organization

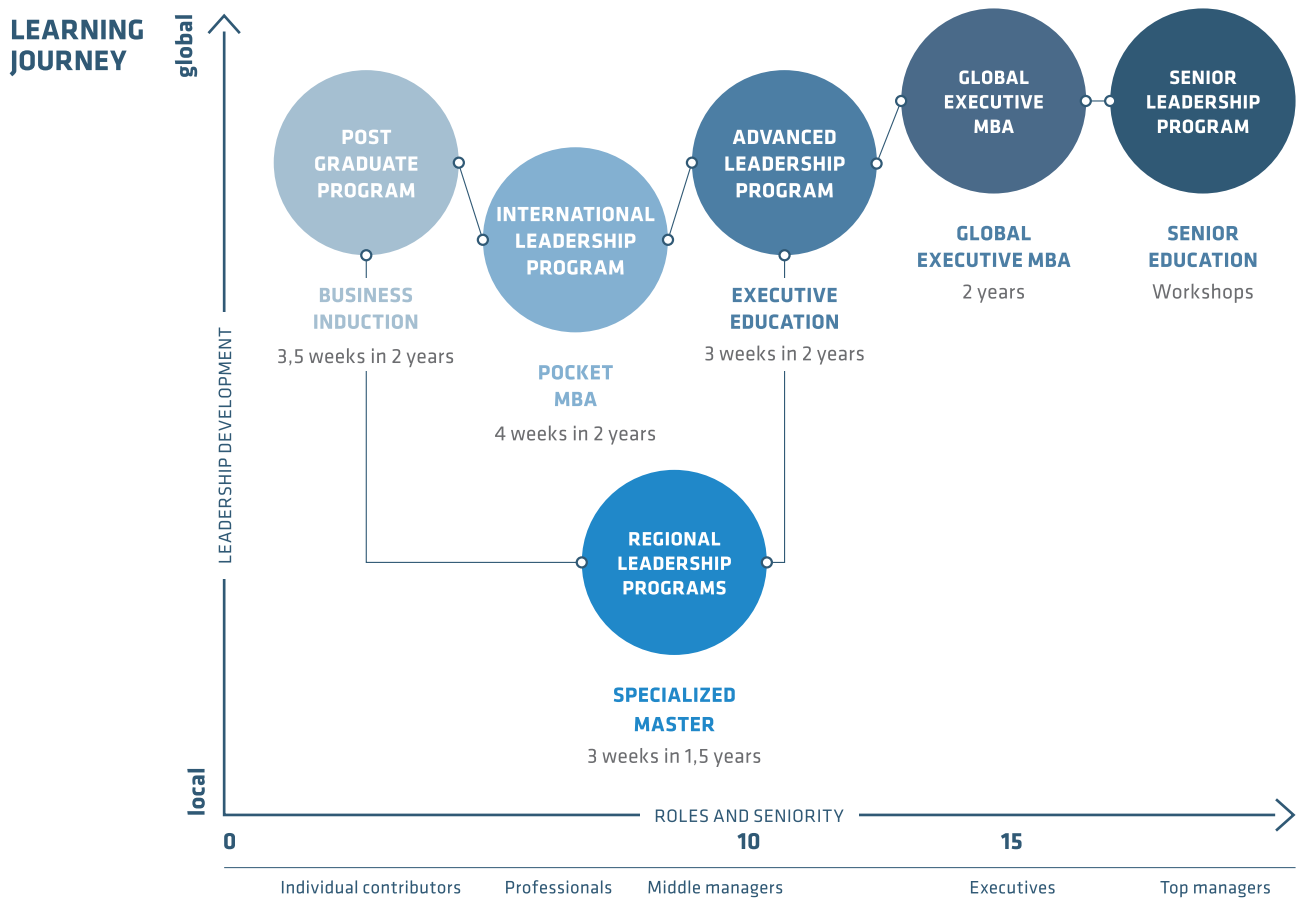


# SCHOOL OF MANAGEMENT

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.

*“Attending ILP has really changed my business perspective.”*

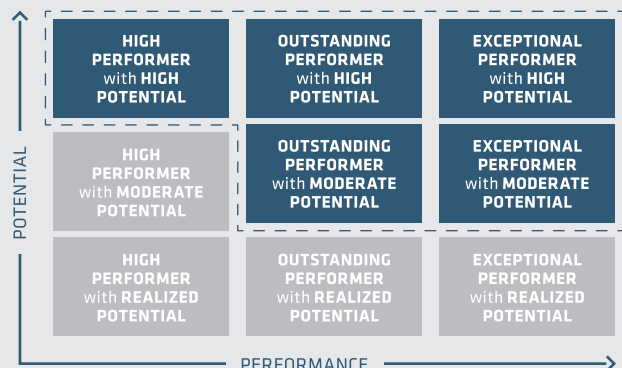
**Pinar Tasci,**  
Global Railway Team Manager Turkey



## 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 is a great challenge and an opportunity to learn and meet people from all horizons.”*

**Ivan Loyen,**

CCO Thailand, Vietnam and Other Delegated Markets

## THE LEARNING ALLIANCES

SDA Bocconi  
School of Management

SMU  
Singapore Management University

SCHOOL OF MANAGEMENT  
FUDAN UNIVERSITY

UNIVERSITY OF  
SOUTH CAROLINA



FGV EAESP

ESADE



CEIBS  
中国财经工商管理

ROSS

CBS  
CORPORATE  
BUSINESS SCHOOL

MISB Bocconi

# PROFESSIONAL SCHOOL



Manufacturing Academy, Mudanya

## 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 2016 over 700 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.

## 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.



*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.*



*"Forward-looking, connection, speed and control are core elements of a successful Supply Chain. The Supply Chain Academy is a powerful vehicle of knowledge transfer of those abilities and sharing of best practices thanks to an extended team of experienced lecturers*

*from all over the Prysmian Group. We are really looking forward to creating a fertile environment in which to enhance the competencies of the younger generation and reinforce the exchange of knowledge between senior professionals."*

**Ferdinando Quartuccio,**  
Head of Supply Chain



*"I had the opportunity to participate in two training sessions in 2016, Manufacturing Fundamentals and Fiber Professional. I was impressed with the trainings and how they were performed. It was very important to be immersed in other Group Business Units, the work tools taught by the experts,*

*real projects presented from the elaboration to the conclusion and the know-How shared with the colleagues of other plants. The experience of these trainings has increased my motivation, I hope to apply the knowledge in my plant."*

**Marcelo Fernandes de Santana,**  
Junior Process Engineer MMS South America

# 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.

### 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.

### PRYING

Acquire new high competences in pricing and sales techniques.

### SELL IT

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



## 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.

*“Academy can really help us to make the difference in the relationship with our customers.”*

**Valentina Ghinaglia,**  
Head of Quality



## HR ACADEMY

### PEOPLE DEVELOPMENT

Share specialist competencies for recruitment, training and development.



## INTERFUNCIONAL 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

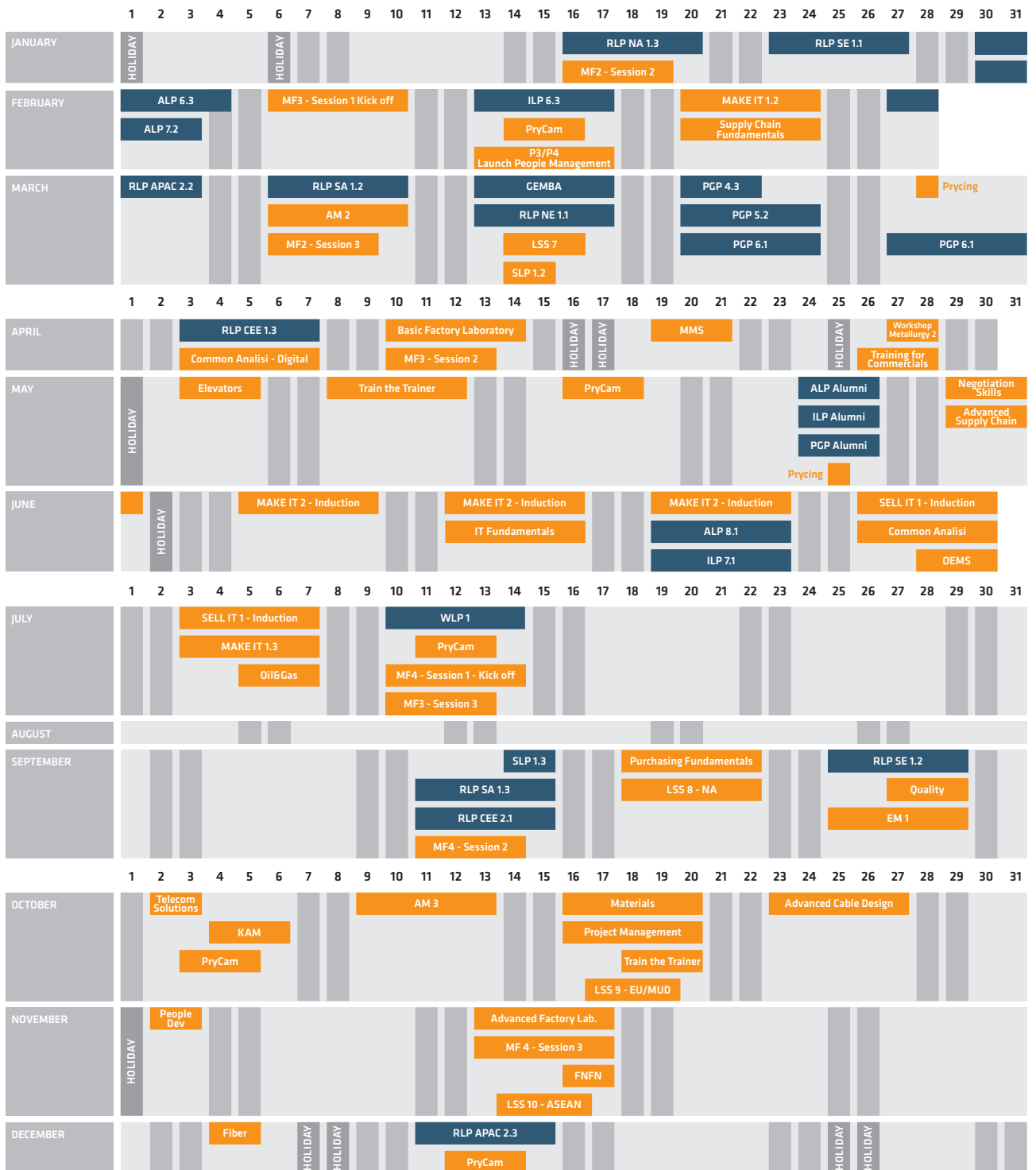
The basic skills for the cross-cultural management in a global company.

### PRY Onboarding

The induction package for the new employees.



# CALENDAR 2017



- 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 details on the programs and to enroll, please visit our dedicated Academy intranet page or talk to your local HR.

# 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 12 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](http://prysmiangroup.com) and go on the website [prysmiangroupacademy.com](http://prysmiangroupacademy.com)



## MAIN SOCIAL NETWORKS

- [facebook.com/PrysmianGroup](https://facebook.com/PrysmianGroup)
- [twitter.com/prysmiangroup](https://twitter.com/prysmiangroup)
- [linkedin.com/company/prysmian](https://linkedin.com/company/prysmian)
- [youtube.com/user/ThePrysmianGroup](https://youtube.com/user/ThePrysmianGroup)

