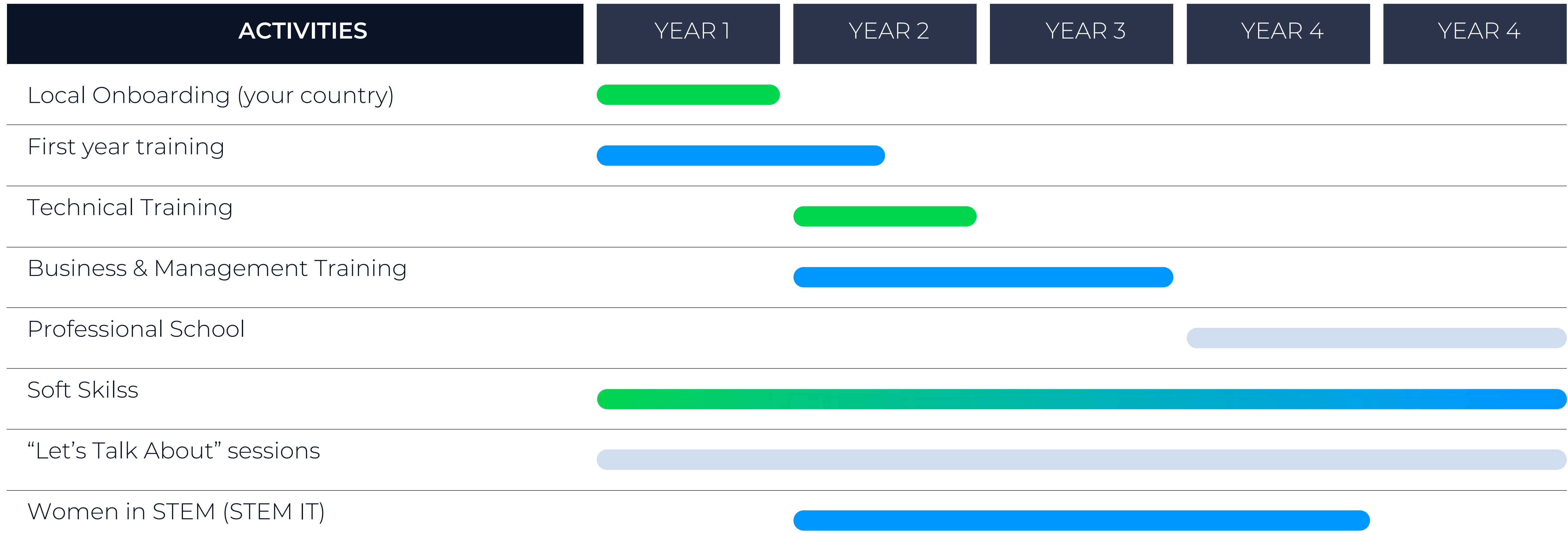


# PROFESSIONAL PROGRAMS

# General Structure



● Prysmian Academy Local School    ● Prysmian Academy Professional School    ● Business School & Prysmian Partners

# Activities overview

## WHAT & HOW?

### ACTIVITIES

The onboarding phase will be held for everyone in each country's Local School.

### FIRST YEAR TRAINING

The First Year Training will be held for everyone in Politecnico of Milan.

### TECHNICAL TRAINING

Professional Fundamentals are modules focused on reinforcing technical knowledge provided by Prysmian Global Academy (virtually) and/or Prysmian Local Schools (either virtually or in presence).

### BUSINESS AND MANAGEMENT TRAINING

Business modules provided virtually in partnership with prestigious universities such as Politecnico of Milan (Polimi) and Singapore Management University (SMU).

### PROFESSIONAL SCHOOL

The Academy Professional School aims to develop advanced technical knowledge of our employees worldwide at a functional level.

### SOFT SKILLS

Virtual sessions held by Prysmian Academy or Local Schools on 9 areas: smart decision making, emotional and social intelligence, influence and communication, remote public speaking, stress management, customer centricity, conflict management, problem solution fit, remote meeting management.

### LET'S TALK ABOUT SESSIONS

Online catch ups held monthly with managers, peers, or ex participants aiming at giving and receiving feedback, discuss hot topics and stay aligned.

### WOMEN IN STEM

The newly hired female colleagues will have the opportunities to connect with internal/role models to guide them during the journey in our company and mentorship. We will also support their growth through Coaching programs (based on performance) and specific training and development sessions.

# STEM IT

## FIVE-YEAR TIMELINE OF YOUR DEVELOPMENT PATH

YEAR 1

**First year training** held in PoliMi Graduate School of Management and **Onboarding** held in Prysmian Local School

YEAR 2

Virtual modules on **Fundamentals** (Local Schools), **Product Management & Sustainability** (Politecnico di Milano)

YEAR 3

Virtual course on Industry 4.0 (Politecnico di Milano)  
+ 1 area on Soft Skills to choose (Local School)

YEAR 4

Virtual course on **Lean Six Sigma** (Technical Training)  
+ 1 area on **Soft Skills** to choose (Local School)

YEAR 5

Year 5 Virtual course on **Project Leadership** (Technical Training)  
+ 1 area on **Soft Skills** to choose (Local School)

“LET’S TALK ABOUT” SESSIONS

WOMEN IN STEM

# SELL IT

## FIVE-YEAR TIMELINE OF YOUR DEVELOPMENT PATH

YEAR 1

**First year training** held in Polimi Graduate School of Management and **Onboarding** held in Prysmian Local School

YEAR 2

Virtual modules on **Product Management & Sustainability** (Politecnico di Milano)

YEAR 3

Virtual modules on **commercial topics** (Singapore Management University) + 1 area on **Soft Skills** to choose (Local School)

YEAR 4

Virtual modules on **Negotiation Advanced** (Academy Professional School) + 1 area on **Soft Skills** to choose (Local School)

YEAR 5

Virtual modules on **Project Leadership** (Technical Training) and 1 area on **Soft Skills** to choose (Local School)

“LET’S TALK ABOUT” SESSIONS

# SUM IT

## FIVE-YEAR TIMELINE OF YOUR DEVELOPMENT PATH

YEAR 1

**First year training** held in PoliMi Graduate School of Management and **Onboarding** held in Prysmian Local School

YEAR 2

Virtual modules on **Manufacturing Fundamentals** (Local School) & **Sustainability** (Politecnico di Milano)

YEAR 3

Virtual course on **Industrial Controlling** (PoliMi) and **Advanced Manufacturing** (Academy Professional School) + 1 area on **Soft Skills** to choose Local School)

YEAR 4

Virtual course on **Quality Reporting** (Technical Training) + 1 area on **Soft Skills** to choose (Local School)

YEAR 5

Virtual course on **Project Leadership** (Technical Training) + 1 area on **Soft Skills** to choose (Local School)

“LET’S TALK ABOUT” SESSIONS

# Academy offering

OTHER OCCASIONS TO DEVELOP YOURSELF



Local School offers customized local trainings for all Employees.



Our Professional School aims to develop advanced technical knowledge of our employees worldwide at a functional level.



Our School of Management, in partnership with global Business Schools aims to boost leadership and managerial skills of our high potentials employees worldwide.



prysmian