Professional Programs

Prysmian Group

General Structure

Activities	Year 1	Year 2	Year 3	Year 4	Year 5

Legenda

Business School & Prysmian Group Partners

Prysmian Group Academy Local School

Prysmian Group Academy Professional School

Local Onboarding (your country)

First Year Training

Technical Training

Business & Management Training

Professional School

Soft Skills

"Let's talk about" sessions

"Women in STEM" (STEM IT)

Activities overview | *What & How?*

Prysmian Group

Onboarding

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 Group Global Academy (virtually) and/or Prysmian Group Local Schools (either virtually or in presence).

Business & Management Training

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

Prysmian Group

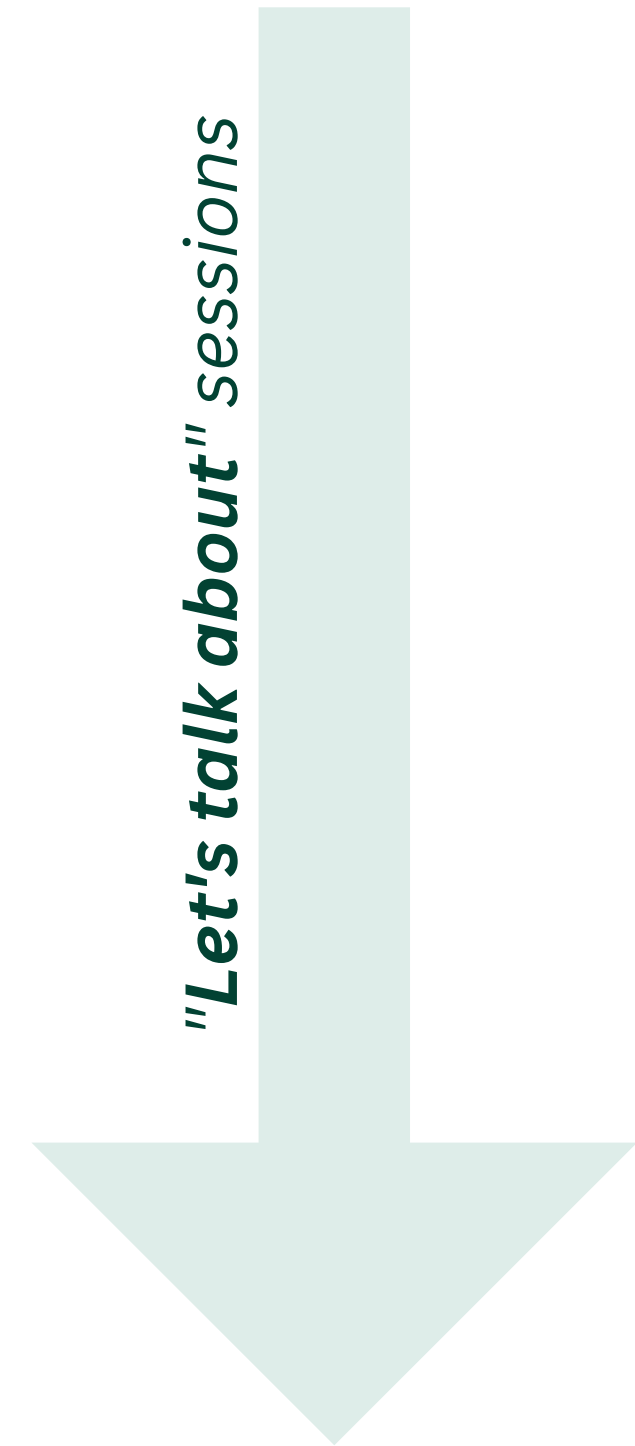|	
Year 1	**First year training** held in PoliMi Graduate School of Management and **Onboarding** held in Prysmian Group Local School
Year 2	Virtual modules on **Fundamentals** (Local Schools), **Product Management** & **Sustainability** (Politecnico di Milano)
Year 3	Virtual course on **Industry 4.0** (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	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

Prysmian Group

Year 1	**First year training** held in Polimi Graduate School of Management and **Onboarding** held in Prysmian Group 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

Prysmian Group

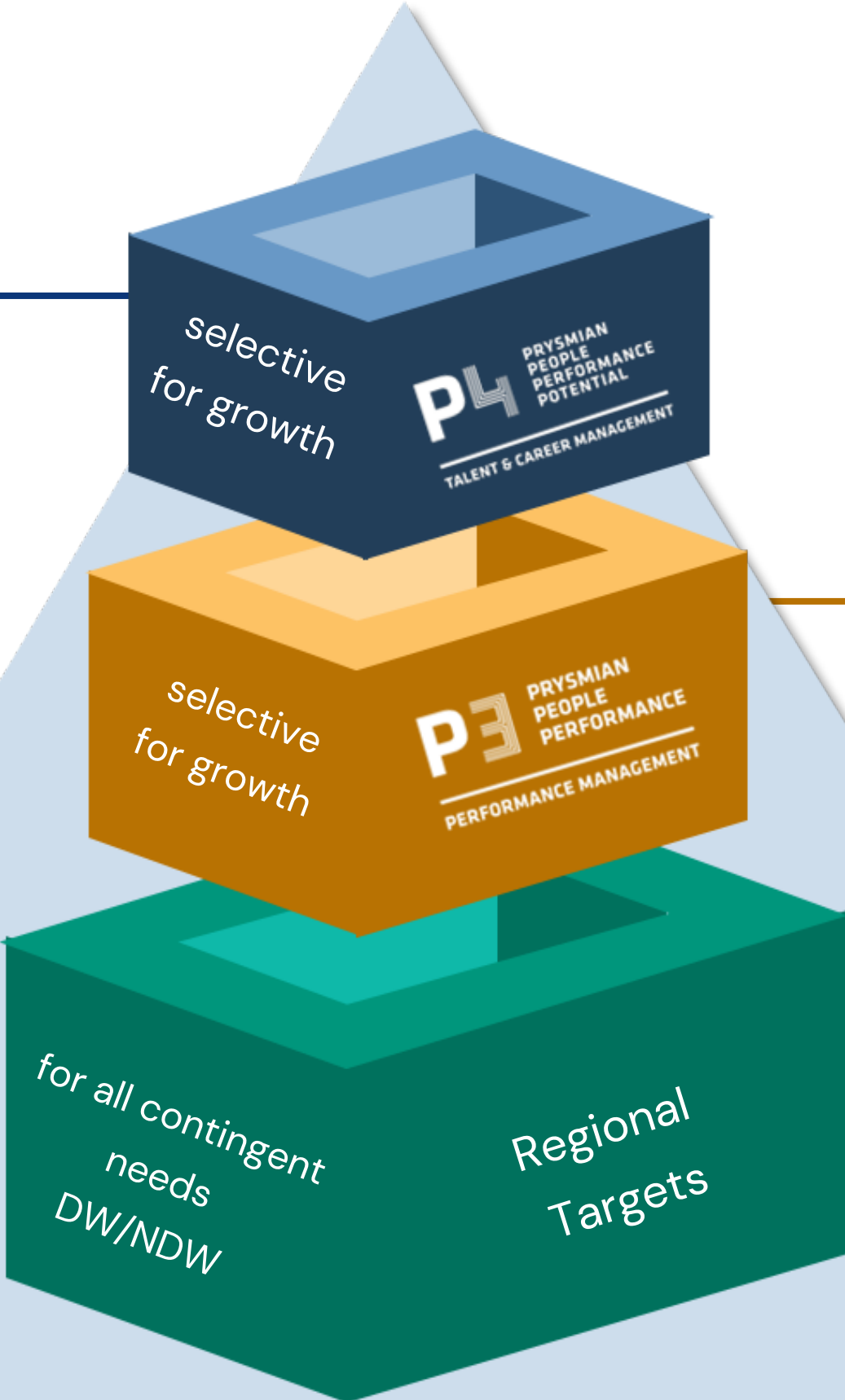| Year 1	**First year training** held in PoliMi Graduate School of Management and **Onboarding** held in Prysmian Group Local School
Year 2	Virtual modules on **Manufacturing Fundamentals** (Local Schools) and **Sustainability** (Politecnico di Milano)
Year 3	Virtual course on **Industrial Controlling** (Politecnico di Milano) 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 Offerings | *Other occasions to develop yourself*

Business School

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

selective for growth

P4 PRYSMIAN PEOPLE PERFORMANCE POTENTIAL

TALENT & CAREER MANAGEMENT

Professional School

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

selective for growth

P3 PRYSMIAN PEOPLE PERFORMANCE

PERFORMANCE MANAGEMENT

Local School

Local School offers customized local trainings for all Employees.

for all contingent needs DW/NDW

Regional Targets