

Understanding the detail. Getting the big picture.

Regional Leadership Program

PRYSMIAN GROUP
ACADEMY

NORTH AMERICA

Prysmian
Group

 PRYSMIAN

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THE PRYSMIAN GROUP ACADEMY

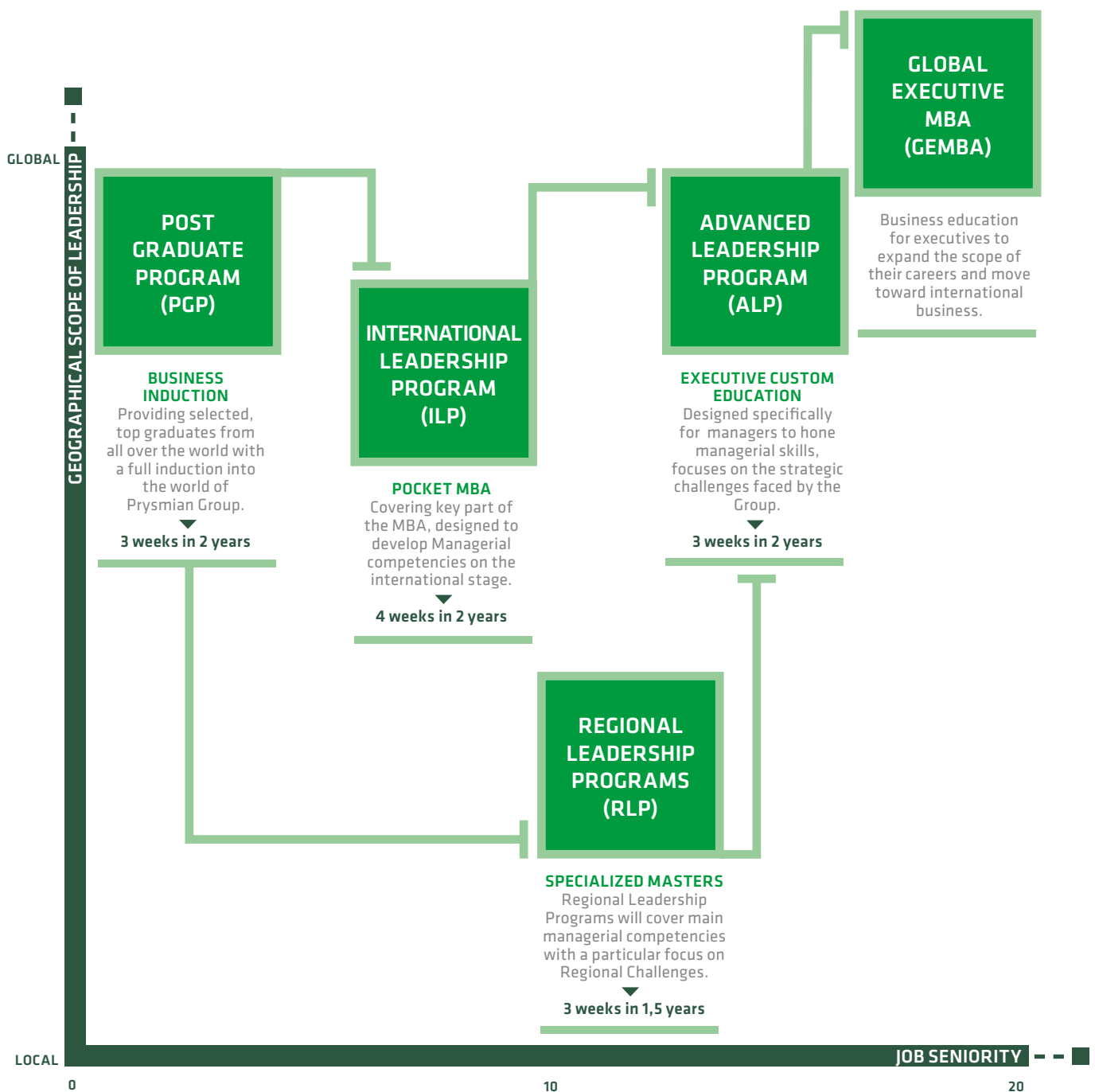
Prysmian Group Academy, the name of the Group's innovative initiative in Corporate education.

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 specialized programs, tools and initiatives that work together to create exciting opportunities for our people to expand their knowledge and grow with us. They refer to the **School of Management**, whose objective is to scout, develop and assess talented employees to build the management pipeline, and the **Professional School**, that aims at transferring, developing and consolidating know-how and technical skills.

THE REGIONAL LEADERSHIP PROGRAMS

The School of Management is becoming local. **Regional Leadership Programs** have been launched and 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.





THE NORTH AMERICA REGIONAL LEADERSHIP PROGRAM

The North America Regional Leadership Program is **coordinated by Prysmian North America Academy together with Prysmian Group Academy** in partnership with SDA Bocconi School of Management and Darla Moore School of Business. The key characteristics of this Program are the North America Prysmian Case, the contents that are discussed with participants and the Faculty that is involved.

PRYSMIAN NORTH AMERICA CASE

SDA Bocconi and Darla Moore School of Business are co-Authors of the Prysmian North America Business Case. 15 Top Managers and Managers from North America were interviewed and they gave their perspective about the key managerial issues for our people in the Region. The Prysmian North America Case is widely discussed in Class and it supports the development of contents.

THE CONTENTS

The North America Regional Leadership Program consists in **3 weeks training spread over 1 year and 6 months** and it involves top Professors and Prysmian Managers.

PRE WORKS

<p>First Session at: ■ University of South Carolina - Darla Moore School of Business (SDA Bocconi School of Management and USC faculties)</p>	<p>MODULE 1: LEADING BUSINESS <i>December 7 - 11, 2015</i></p>	<ul style="list-style-type: none"> ■ Prysmian strategy at the Group, region and business unit levels ■ Developing strategic projects ■ Connecting functional activities and KPIs to strategy ■ Enhancing customer centricity in B2B markets <p>Launch of the group projects</p>
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EXAMS

<p>Second Session at: ■ University of South Carolina - Darla Moore School of Business (SDA Bocconi School of Management and USC faculties)</p>	<p>MODULE 2: LEADING CHANGE <i>2016</i></p>	<ul style="list-style-type: none"> ■ Business model innovation ■ Functional excellence and alignment ■ Corporate entrepreneurship ■ Implementing strategy <p>Presentation and discussion of the group projects; Local company visits</p>
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EXAMS

<p>Third Session at: ■ University of South Carolina - Darla Moore School of Business (SDA Bocconi School of Management and USC faculties)</p>	<p>MODULE 3: LEADING PEOPLE <i>2017</i></p>	<ul style="list-style-type: none"> ■ Influencing without organizational authority ■ Enhancing people skills ■ Improving negotiation skills ■ Managing across cultures <p>Update on impact on group projects</p>
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	<h2>NORTH AMERICA CASE</h2>	
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OUR PARTNERS

SDA Bocconi School of Management

SDA Bocconi – 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. SDA Bocconi is one of only 55 business schools globally to hold the "triple crown" accreditation, awarded by three of the world's most prestigious school accreditation associations: AACSB, EQUIS and AMBA. Only 5% of business schools worldwide have earned AACSB accreditation, testimony to the outstanding quality of SDA Bocconi's academic offering.



CEB, the leading member-based advisory company, gives senior leaders and their teams insight into how successful organisations 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. Their insights and offerings consider the entire employee life cycle, helping executives improve business performance by realising the value and potential of their people. CEB's other offerings include Learning & Development and Workforce Surveys & Analytics. After working with CEB, their clients often report better employee performance, increased sales and improved staff retention.



The **Darla Moore School of Business** is among the highest-ranked business schools in the world for international business education and research. The school is also highly ranked for Global Supply Chain and Operations Management and Risk and Insurance Management. Founded in 1919, the school has a history of innovative educational leadership, blending academic preparation with real-world experience through internships, consulting projects, study-abroad programs and entrepreneurial opportunities. The Moore School offers undergraduate, masters and doctoral degrees, as well as distinctive executive education programs. In 1998, the school was named for South Carolina native and New York financier Darla Moore, making the University of South Carolina the first major university to name its business school after a woman. The School is AACSB accredited. AACSB Accreditation is known, worldwide, as the longest standing, most recognized form of specialized/professional accreditation an institution and its business programs can earn.

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



Front cover picture:

World Trade Center, New York City

In the Elevator industry, the Group's elevator cables are present in some of the world's tallest or most prestigious buildings, like the new World Trade Center in New York City.