

Unlocking your talents.

P4 PRYSMIAN
PEOPLE
PERFORMANCE
POTENTIAL

TALENT & CAREER MANAGEMENT

Prysmian
Group

 PRYSMIAN

 Draka

WHAT IS TALENT IN PRYSMIAN ?

In Prysmian TALENT= **CONSISTENT PERFORMANCE + POTENTIAL**

Forward Thinker

Applies a pragmatic approach guided by a broad and strategic perspective and approaches complex problems in a structured way.

Agile Learner

In changing environments shows curiosity and the ability to quickly focus and understand key information

Different Thinker

Is open to new ideas, capable of adopting a lateral perspective and challenging the status quo if necessary

Resilient

In stressful and uncertain conditions is capable of keeping a clear focus on objectives and quickly recover from possible difficulties or failures



People Enabler

Applies active listening skills as a base to guide, motivate and develop people and teams in a complex environment

Socially Intelligent

Skillful in moving within the organization by sharing key information, being open to different viewpoints and cultural perspectives

Proactive

Is capable of making fast and focused decisions in an entrepreneurial and accountable way

Passionate

Voluntarily goes the extra-mile, taking on new challenges and showing strong motivation and energy

HOW WE ASSESS TALENT PRYSMIAN?

MAY

JUNE JULY

SEPTEMBER

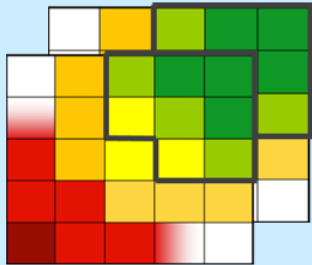
P3 Target setting

Potential Scouting

Talent Discussion

Group validation

WHO WILL BE ASSESSED?



Only employees with a consistent performance in the past 2 years

WHAT WILL BE ASSESSED?

The 8 personal characteristics predictive of potential

Different Thinker

Socially Intelligent

Resilient

People Enabler

Agile Learner

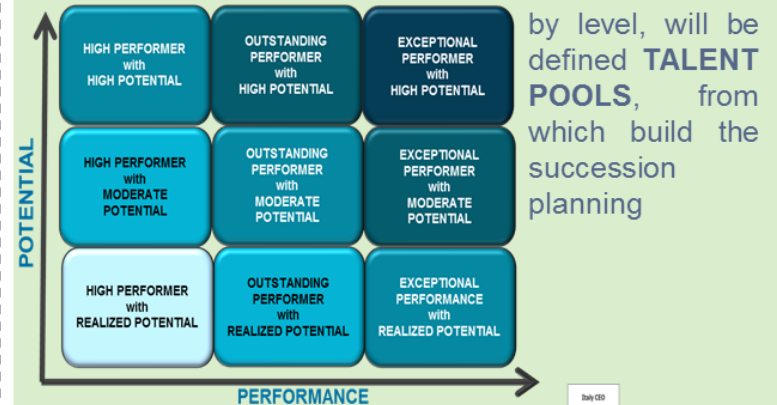
Proactive

Forward Thinker

Passionate

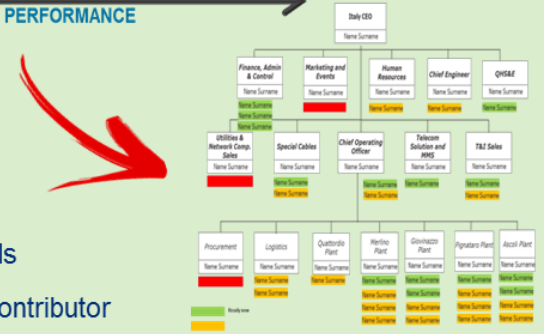
TALENT POOLS AND SUCCESSION

The assessment will place consistent performers on a 9-box grid which crosses both their level of performance with their degree of potential.



by level, will be defined TALENT POOLS, from which build the succession planning

- Top
- Executive
- Middle
- Professionals
- Individual Contributor



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