

Employee Career Track

STEP (Status Evaluation Program)

- Employee assessment based on a competency profile
- Ongoing process (every 2 years)
- Overall goal: Identification of High Potentials and Top Performers

Identification as a High Potential

Young Professional Program

Target group
College Graduates, work experience from 1 up to 4 years

Overall goal
Cross disciplinary personal Development of young potentials

Orientation Center

Target group
High Potentials

Overall goal
Assessing strengths and weaknesses

Leadership Development Program

Target group
VST, Divisional- and Regional Directors

Overall goal
Living Leadership
Managing Change and Transition
Management Skills and Techniques

Outcome

Recommendations for individual personal development, e.g. coaching, seminars, projects etc.
Basis for further career growth

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Trainee-Program

Target group
College Graduates
Specialities
„Jobshadowing“
Standard Seminars

Others

Participants nominated by the divisions (international)

Competence Model

1 = Employment with an unlimited contract