

# Talent Development Programme

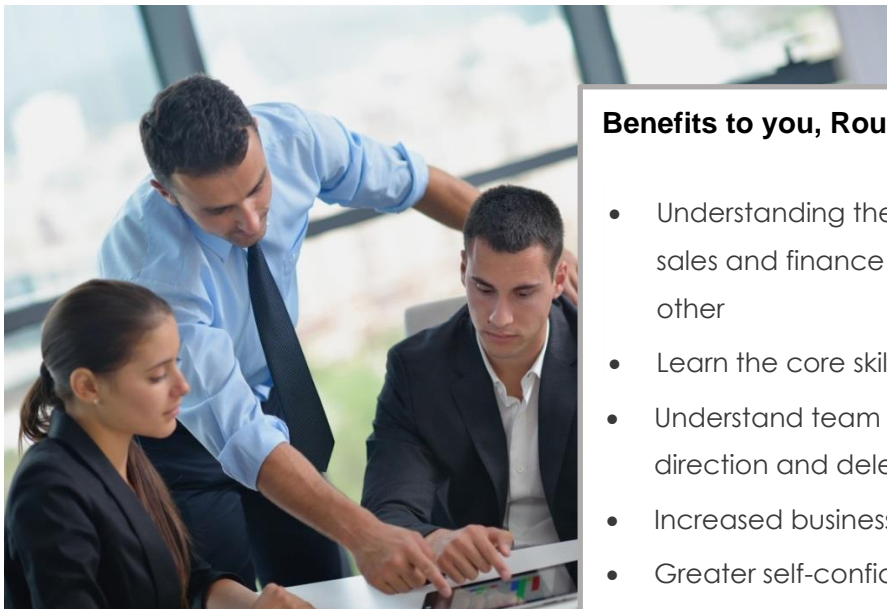
The Talent Development Programme (TDP) combines frameworks for understanding commercial aspects of our business with people and performance management, in a supportive learning environment.

You will learn theory around effective team building, management skills, strategy, and operational finance, the objective of which will be to apply all you learn during the project, a real business issue that is assigned during the programme and also within your own work environment. This project will enable you to utilise your new skills and learning within a team environment.

A coaching ethos will be developed throughout the programme, supporting your learning and development needs. You will also be required to develop an action plan for specific development issues that you will identify with your appointed mentor. Mentoring sessions will take place on a quarterly basis.

## Who is it for?

For those who wish to develop themselves and gain a greater understanding of business, enabling themselves to be ready to take on new challenges within Routeco, or other OpCos within the Sonepar group. You may already be in a management role, like to move into a management role in the future, or expand your commercial skills within the business; ultimately you want to increase your business acumen in strategy, finance and customer focus; to build your self-confidence, develop your effectiveness to raise your own and others' performance.



### Benefits to you, Routeco and Sonepar

- Understanding the big picture: how strategy, sales and finance interrelate and impact each other
- Learn the core skills of effective management
- Understand team dynamics, giving clear direction and delegating effectively
- Increased business acumen
- Greater self-confidence
- How to build trust and gain respect
- Understanding your own management style, and self-learning
- Become a more confident presenter.

## Programme Overview

This 12 month programme commencing focuses on self-learning but is supported by a series of structured workshops that are designed develop your understanding of what we consider to be the core areas of the business within Routeeco; and to encourage participants to be working at an optimum level which supports employee engagement and aligns with our business drivers. A number of e-learning modules have also been identified as supplementary learning.



## Commitment:

If successful in your application there will be the requirement to attend workshops based in Birmingham and Milton Keynes with over-night stays on occasion.

E-learning modules as pre-learning to workshops will need to be completed along with output from the mentoring sessions. The mentors for this programme will be members of the board.

The business project will be set at the end of the 1<sup>st</sup> quarter of the programme, team work, commitment to project milestones, WebEx's and conference calls will form part of the project expectations.

Circa 10 days out of the business plus some of your own time will be required to ensure that you get the most out of this development opportunity.

## Own your Expertise

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