



VESUVIUS

Shape the Future



VESUVIUS
FRONTLINE
LEADERSHIP
Academy



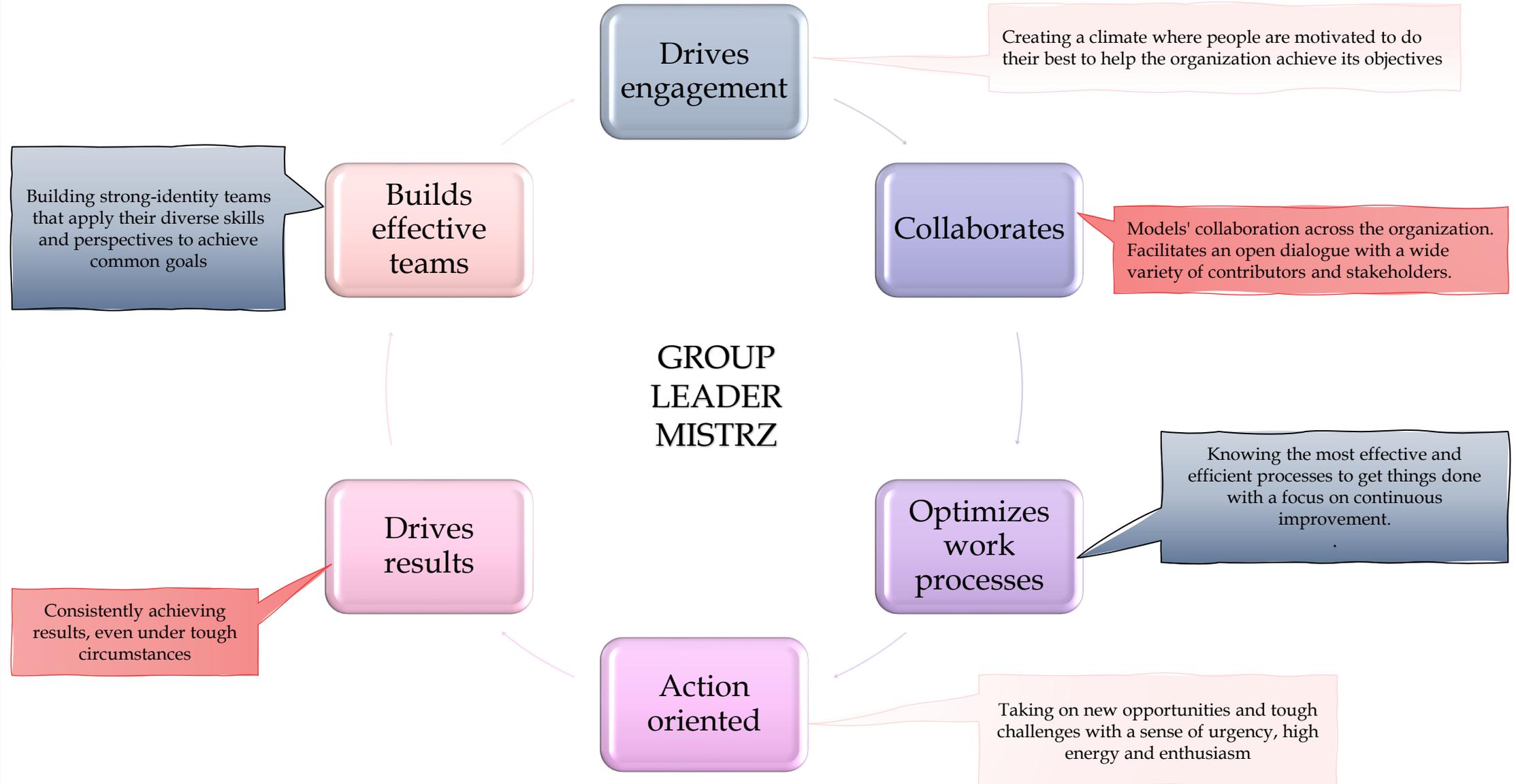
PURPOSE:

- ✓ ensure that all supervisors understand how important their function is,
- ✓ they know and follow our CORE rules in daily work,
- ✓ are familiar with Vesuvius procedures and standards,
- ✓ received necessary training to be effective in their role and to help Vesuvius achieved all the key performance indicators



Month	Action
May 2022 & September 2022	Workshops with Production Managers - clarification of Group Leader duties & with APU Managers - clarification of Production Managers duties in areas : HSE, People, Quality, Delivery, Cost; 6 main competencies selection
June- July 2022 & September - October 2022	Individual interviews with Group Leaders from every production department (16 people) & with Production Managers (6 people) - list of duties verification, conversation about necessary competencies
August 2022 & November 2022	Meetings with direct supervisors - interviews data summary, job description update, competency matrix actualization
August - September 2022 & November - December 2022	Training needs diagnosis with direct supervisors - for Group Leaders & Production Managers
September - October 2022 & December 2022	List of essential training for Frontline Leadership Academy (external and internal) preparation
October - November 2022	Meetings with Group Leaders - summary
November 2022- February 2023	Project schedule preparation, searching and selection of external provider





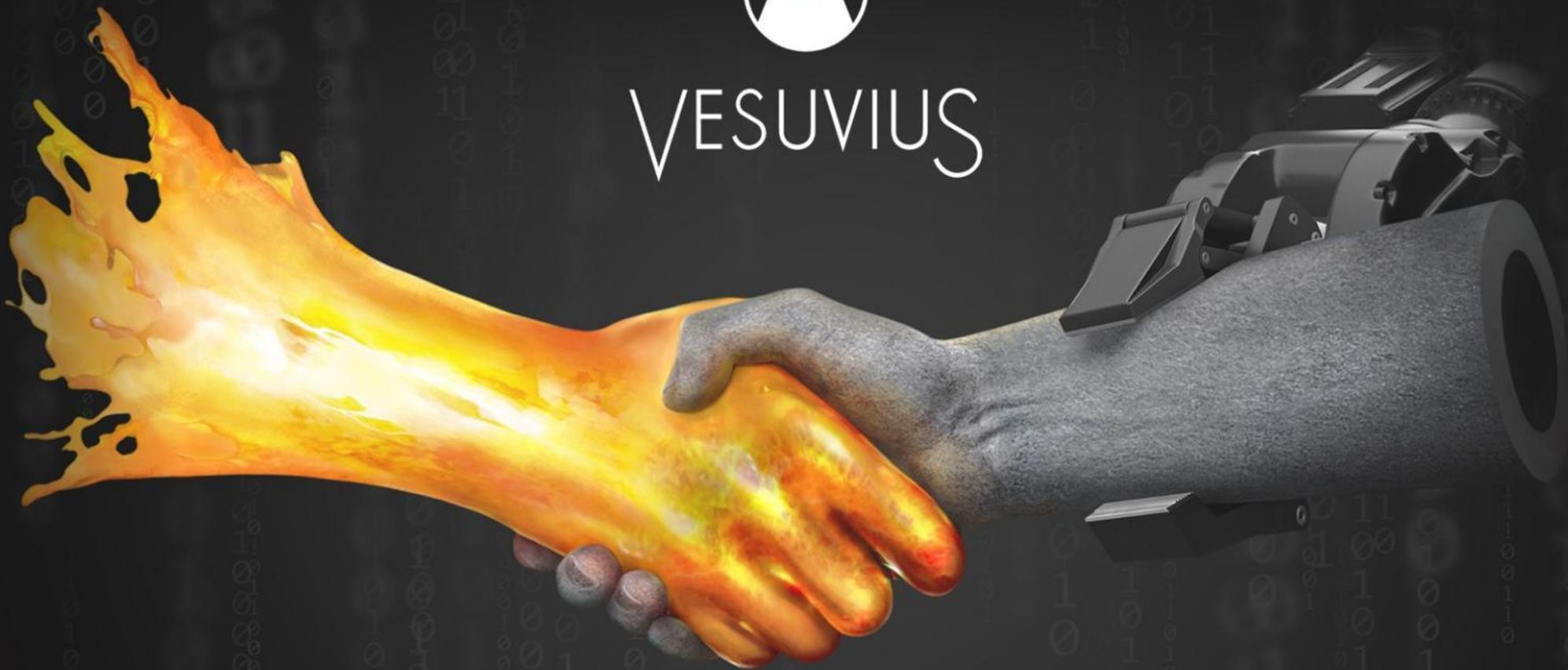
60 attendees-> 5 Training groups

For every group:

External training- Competency: Build effective teams	Internal training- Lean, Quality*, HR, Turbo S
1 training per quarter- 2 days, 8 hours * away	1 training per quarter- 2-3 hours, start at 2.30 pm training room in Skawina
In total 5 modules (Communication, Authority, Team Building, Managerial competencies, Coping with stress & change management)	In total 24 training topics in areas : Quality, Lean, HR
* 1 trainig module with 3 days duration	*Quality: first training - 2 hours, second training - 2 days, 8 hours each



VESUVIUS



SOLUTIONS // INNOVATION // EXPERTISE

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