Contents Development Program “Grow“

Admission in Development Programme (18 Months)

- Personal Analysis of the current Situation*
  - (Kick-Off)

- Work with an individual Development Plan*

- Learning from Relationships
  - Coach
  - (Cross-) Mentoring
  - *Networking/ Fireside Chats

- Learning through Experience
  - Project
  - *Social Project
  - International Assignment
  - Sharing Platforms

- Learning through Knowledge Transfer
  - Training
  - Online Learning
  - Case Studies
  - Literature
  - MBA-Support

- Self-directed Learning
  - Learning Journal

- Evaluation
  - Personal Analysis of the current Situation*

Contents Development Program “Grow“

- September year x
- March/ April x+1
- September x+1
- March x+2

* mandatory modules

Alumni

Admission in Development Programme (18 Months)

Connecting Global Competence
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**Personal Analysis of the current Situation**

**Joint Kick-Off Event**
- 2 days in Munich to getting to know each other to encourage mutual exchange
- Costs may be allocated to HRD, travel expenses have to be taken by subsidiaries

Content
- Self Awareness, Orientation Workshop
- Start with working on individual development plans & development measures

**Networking/ fireside chat**
- At least one networking meeting during the program with integrated evaluation of the individual development process

**Personal Analysis of the current Situation**
Connecting Global Competence

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Development options...

Learning from Relationships

- Coach
  - Individual development
    - Coaching with external Coach

- (Cross-) Mentoring
  - Possibility in taking part in Cross-Mentoring Networking Programs

- *Networking/ Fireside Chats
  - Regular meetings self-organized by the HiPo-Team (bi-monthly), eventually open for all colleagues
  - Once a year meeting organized by HR (with subsidiaries)
  - Cross-company exchange: networking with HiPos of other companies
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Development options...

**Learning through Experience**

- **Project**
  - Individual or collaborative Project-Assignment preferably on an Innovation Project from BD or

- **Social Project**
  - Individual Skill-based approach: Match-Making between HiPo and need of the Social Service
  - Further option: internal or self-initiated collaborative project

- **International Assignment**
  - International assignment, e.g. Employee Exchange Programme based on Business Need

- **Sharing Platforms**
  - Membership in knowledge sharing communities
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Development options…

Learning through Knowledge Transfer

- **Training**
  - Classical classroom training based on development needs (individual or joint sessions)

- **Online Learning**
  - Individual access to online training based on development needs

- **Case Studies**
  - Joint work on case study

- **Literature**
  - Further knowledge building by state of the art scientific literature

- **MBA-Support**
  - Individual support on MBA study
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Self-directed Learning

Learning Journal

Description of the learning journey including challenges and learning highlights