

TRAINING & DEVELOPMENT



RESTRICTED



INTERNAL



SECRET



TRAINING PROGRAMMES

SOFT SKILLS TRAINING FOR OPERATIONAL PEOPLE MANAGERS

- The main objective of this programme is to help people managers with the development of leadership skills and competencies to boost their individual and team development, as we generate a learning space that allows them to incorporate behaviors to effectively manage their teams.
- Skills included in the programme:

EMOTIONAL INTELLIGENCE

EFFECTIVE COMMUNICATION

COLLABORATIVE WORK

AGILE LEADERSHIP

TIME MANAGEMENT

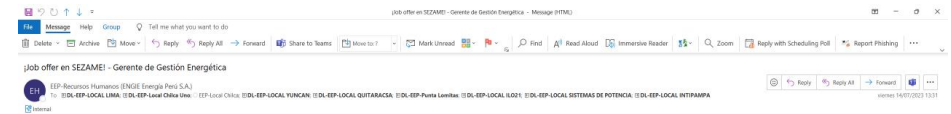
TECNICAL SKILLS TRAINING FOR OPERATIONAL SITES

- We manage a technical skills training programme with all the technical requirements to operate our sites as well as training focused on operational efficiency and specific skills for predictive maintenance.



INTERNAL CAREER OPPORTUNITIES

- Our practices are designed to ensure to support and assure the development of our teams, as our managers are committed to adopting behaviors in line with the following five principles: Safety & Integrity, One ENGIE, Accountability, Trust and Care.
- Therefore, our internal policy prioritizes internal recruitment to offer **career opportunities** to our talent pool. In 2022 we made 23 internal staff movements and 57 promotions. In this year, we continue to promote the internal growth of our staff, which is why so far we have made 23 internal movements and 49 promotions
- All our vacancies are published in SEZAME, our internal HR digital platform, and vacancies are visible worldwide to all the ENGIE Group employees.





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