

DESIGNED FOR YOUR WORLD

**Prysmian**  
Group

**SDA Bocconi**  
SCHOOL OF MANAGEMENT

# **PRYSMIAN SPEAK UP SURVEY**

SpeakUp 2022 – Action Plans

# HOW: ACTION PLAN ANALYSIS 2023

## OVERVIEW

*Regional and Global Action Plans have been analyzed and **clustered** along scientific evidences.*

### MANAGERIAL DRIVERS

### ACTION CLUSTER



#### HUMAN CAPITAL PRACTICE

- REMUNERATION & RECOGNITION
- TRAINING & DEVELOPMENT



#### ORGANIZATION & WORK ENVIRONMENT

- COLLABORATION & INCLUSION
- EMPLOYEE EXPERIENCE
- WORK ENVIRONMENT & TOOLS
- HEALTH & WELLBEING



#### STRATEGIC ALIGNEMENT, TRUST & LEADERSHIP

- ORGANIZATIONAL COMMUNICATION
- LISTENING



**+180**

ACTION STREAMS AT **REGIONAL** LEVEL



**+20**

ACTION STREAMS AT **GLOBAL** LEVEL



## ACTION PLAN DEEP DIVE REGIONAL EXAMPLES



**+180**

ACTION STREAMS AT **REGIONAL** LEVEL



**+20**

ACTION STREAMS AT GLOBAL LEVEL

# HUMAN CAPITAL PRACTICE EXAMPLES



## REMUNERATION & RECOGNITION

Action	Region	N° Individuals	Location	Timing
<b>Performance Management for NDW</b> <i>Extension of performance management system (P3 and Career path) to NDW</i>	LATAM	~3.500	All LATAM locations	September 2023
<b>Extension of Profit Share System</b> <i>Extension of the local incentive system to the broad population at regional level</i>	MEART	~1.600	All MEART locations	From 2023 Performance period
<b>Employee of the month</b> <i>Online nomination from colleagues and winner selection by ad hoc committee</i>	OSEA	~1.200	All OSEA locations	July-December 2023



## TRAINING & DEVELOPMENT

Action	Region	N° Individuals	Location	Timing
<b>Boost of Training</b> <i>More than 1.500 additional hours of training, including new courses on finance, sustainability, data analysis</i>	CORPORATE	~400	Milan HQ	By December 2023



# ORGANIZATION & WORK ENVIRONMENT (1/2)

## EXAMPLES



### COLLABORATION & INCLUSION

Action	Region	N° Individuals	Location	Timing
<b>Company Events</b> <i>Such as Family Days, Team Building activities, CSR and Volunteering, Safety Days, Donation campaigns</i>	CEE	~2.300	Hungary, Velke Mezirici, Romania	May-September 2023



### EMPLOYEE EXPERIENCE

Action	Region	N° Individuals	Location	Timing
<b>Road 2030 Project</b> <i>Portfolio of initiatives to improve working mechanisms, define new way of working, cover new areas, propose sizing of tools and resources</i>	PROJECTS	~1.500	All Project locations	December 2023 + Long term

# ORGANIZATION & WORK ENVIRONMENT (2/2)

## EXAMPLES

Action	Region	N° Individuals	Location	Timing
<b>Upgrades to plants</b> <i>Update of canteens and locker rooms for availability and comfort</i>	NORTH AMERICA	~2.200	Abbeville, Claremont, DuQuoin, LAwrenceburg, Lexington, Lincoln, Manchester, MArion, Schuykill Haven, Sedalia, Taunton, Willimantic	By December 2023



Action	Region	N° Individuals	Location	Timing
<b>Wellbeing program</b> <i>including gardening activities, healthy star competition, online health program and sports games</i>	CHINA	~1.600	All CHINA locations	May-November 2023
<b>Meeting Free Fridays</b> <i>to allow extra time to close the week, prepare for the next one, training and development.</i>	NORTH EU	~500	All NE locations	September 2023



WORK  
ENVIRONMENT &  
TOOLS



HEALTH &  
WELLBEING

# STRATEGIC ALIGNMENT, TRUST & LEADERSHIP

## EXAMPLES



### LISTENING

Action	Region	N° Individuals	Location	Timing
<b>RISE Initiative</b> <i>Bottom-up collection of NDW employees' ideas and recognition scheme to assess feasibility. To be extended also to DW.</i>	UK	~750	Aberdare, Bishopstoke, Wrexham	By August 2023



### ORGANIZATIONAL COMMUNICATION

Action	Region	N° Individuals	Location	Timing
<b>Scholarship Ceremony</b> <i>Celebration of diploma delivery for employees' sons/daughters that received Prysmian scholarship</i>	SOUTH EU	~60	Italy plants	June 2023



SOUTH EU – Scholarship Ceremony





## ACTION PLAN DEEP DIVE GLOBAL EXAMPLES



**+180**

ACTION STREAMS AT REGIONAL LEVEL



**+20**

ACTION STREAMS AT **GLOBAL** LEVEL



# GLOBAL ACTION PLAN DEEP DIVE

## GLOBAL ACTIONS



- **Fair Reward** (e.g Gender pay Gap, Grading Review process...)
- Extension of **GROW** incentive plan to **1.100** employees. Roadshow to be completed by August 2023
- **Half a million** dedicated to close the gender Pay Gap in 2023



- **30 hrs / pp of training** targeted in 2023
- **+ 5%** of local training plans with schools
- **5.735** involved in Global **Feedback Training**
- **290** Managers and **618** Professionals trained in Global Academy courses in 2023



- **200 new roles** covered with internal job posting by end 2023
- **2.000 positions** in P4 Succession Planning



**P3 & P4 Process Re-design:**  
Review with a stronger focus on Development and Feedback Launch in Q4 2023. All DW involved.



### +20 ACTION STREAMS AT GLOBAL LEVEL

DRIVERS	ACTION CLUSTER
 <b>HUMAN CAPITAL PRACTICE</b>	<ul style="list-style-type: none"> <li>• REMUNERATION &amp; RECOGNITION</li> <li>• TRAINING &amp; DEVELOPMENT</li> </ul>
 <b>ORGANIZATION &amp; WORK ENVIRONMENT</b>	<ul style="list-style-type: none"> <li>• COLLABORATION &amp; INCLUSION</li> <li>• EMPLOYEE EXPERIENCE</li> <li>• WORK ENVIRONMENT &amp; TOOLS</li> <li>• HEALTH &amp; WELLBEING</li> </ul>
 <b>STRATEGIC ALIGNMENT, TRUST &amp; LEADERSHIP</b>	<ul style="list-style-type: none"> <li>• ORGANIZATIONAL COMMUNICATION</li> <li>• LISTENING</li> </ul>



- **Intergenerational Communication** training pilot in R&D
- **Smart and Inclusive ways of working**
- **Parental policy** including maternity / paternity leave and baby bonus



- **Increase and enhance Workday adoption**
- **New devices to increase digital inclusion of NDW**
- **Corporate/Global Processes Simplification**



- **Call4Ideas** with **1.100** ideas collected so far



- **Sustainability week** involving more than **200** people in person
- **Sustainability academy**, with **4.000** employees trained so far