



# THE JOURNEY TO GREAT LEADERSHIP

Learn. Develop. Grow.

ME

Management  
Essentials

 Tenaris University

“New leaders have a crucial role in motivating and supporting their team members. They not only drive the business, they also make Tenaris a great place to work.”

Paola Mazzoleni, Chief Human Resources Officer



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# Objectives & audience

## About the Management Essentials Program:

Designed for recently promoted people managers like you, it is expected that over a period of one year you develop the fundamental skills for managing a team in Tenaris and accelerate your journey to great leadership.

## Objectives

- Develop leadership skills with a special focus on Management, HR Processes, Performance Management Process (PMP) and self development.
- Help new supervisors to create an engaging, motivating and stimulating work environment with a focus on the wellbeing of all employees.
- Create a global network of new and diverse supervisors in order to generate a community in which to share experiences and learn from peers.



# The program in numbers

6

**Pathways**

in 1 Degreed Training Plan

12

**Online Courses**

2

**Editions per year**

**1 Peer Learning** per month

100

**New People Managers**

Trained per year



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## Features of the program

### → Duration of the program:

One year.

### → Learning Methodology:

Online classes, peer learnings, videos, articles and other just in time training available through Degreed.

## Tools

- 1 **Virtual Classroom Courses:** Highly qualified external instructors and internal experts lead the sessions.
- 2 **E-learning Courses:** Complete these courses at your convenience.
- 2 **Degreed Training Plan:** Participants prepare for courses and complement their learning with learning resources and articles in the Management Essentials Training Plan.
- 3 **Peer learning teams:** These optional meetings provide a structured space for participants to network, share experiences and learn from one another.
- 4 **Teams Group:** This channel is the principle communication tool between participants and TenarisUniversity.

# Topics

HR Insights

HR Fundamentals

Career Panel

My Development Next Steps

Preventing Workplace Harassment

Performance Management Process (PMP)

Checkpoints / Focused Conversations

Leadership in PMP

Performance Appraisal Conversations

Management

Motivation & Engagement

Agenda Management

Delegation & Empowerment

Well-being

Leading Diversity, Equity & Inclusion

Peer Learning Team (optional activity)

\*PMP courses are completed prior to official PMP instances.

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# What is expected from you?

70%

of participation in  
**Online Virtual  
Courses**

100%

of completion of  
**Degreed  
Training Plan**

+

Participation in  
**Peer Learning  
Teams**

**3-6 Hours** of work per month

→ **Full engagement in this development opportunity specially designed for you.**



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## Further questions?

In case of doubts or inquiries about the program, feel free to contact the TenarisUniversity Management School:  
**[tubm@tenaris.com](mailto:tubm@tenaris.com)**