THE JOURNEY TO GREAT LEADERSHIP
“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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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

100 New People Managers Trained per year

1 Peer Learning per month
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.
4. Peer learning teams: These optional meetings provide a structured space for participants to network, share experiences and learn from one another.
5. Teams Group: This channel is the principle communication tool between participants and TenarisUniversity.
*PMP courses are completed prior to official PMP instances.
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.
In case of doubts or inquiries about the program, feel free to contact the TenarisUniversity Management School:

**tubm@tenaris.com**