# THE JOURNEY TO GREAT LEADERSHIP

Learn. Develop. Grow.



Management Essentials

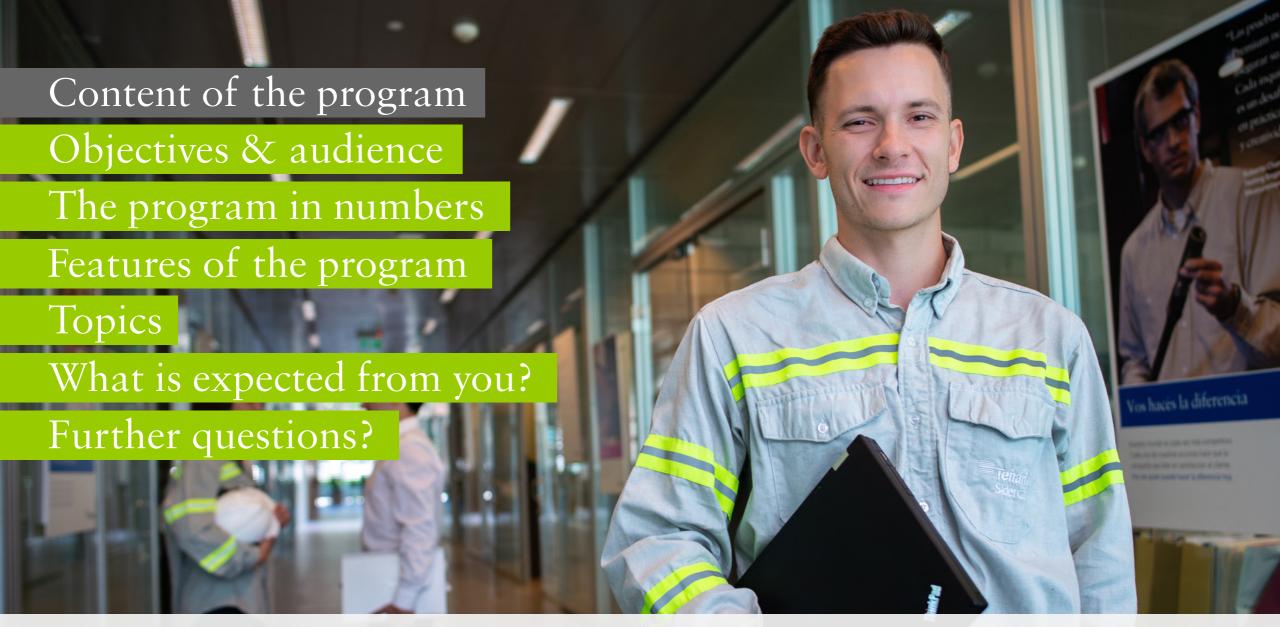
**Tenaris**University

"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











## 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





#### Pathways in 1 Degreed Training Plan



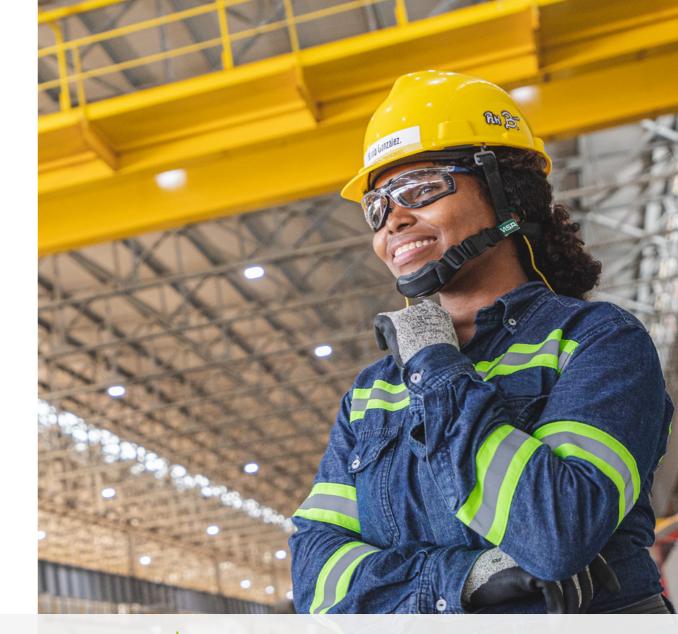
**Editions per year** 



**Online Courses** 

**New People Managers** Trained per year

#### 1 Peer Learning per month







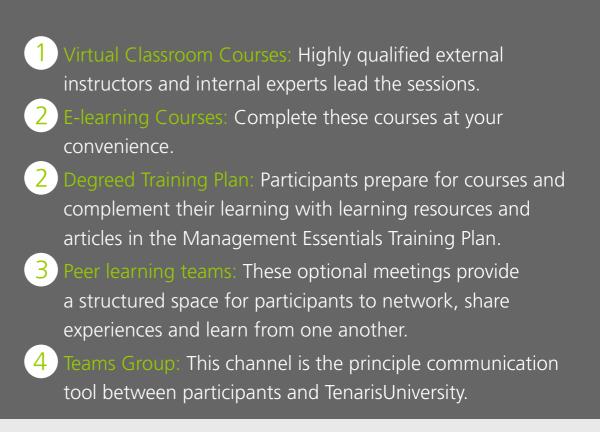
## Features of the program

Duration of the program:
One year.

## Learning Methodology:

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

## Tools







HR Insights	Performance Management Process (PMP)	Management
HR Fundamentals	Checkpoints / Focused Conversations	Motivation & Engagement
Career Panel	Leadership in PMP	Agenda Management
My Development Next Steps	Performance Appraisal Conversations	Delegation & Empowerment
Preventing Workplace Harassment		Well-being
		Leading Diversity, Equity & Inclusion

**Peer Learning Team** (optional activity)

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





## What is expected from you?



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

Full engagement in this development opportunity specially designed for you.



ME Management Essentials

**Tenaris**University

In case of doubts or inquiries about the program, feel free to contact the TenarisUniversity Management School: tubm@tenaris.com



