



POWER IS NOTHING WITHOUT CONTROL



4 DRIVERS TO CREATE A *DREAM* ORGANIZATION

Donatella de Vita - 6TH May 2015

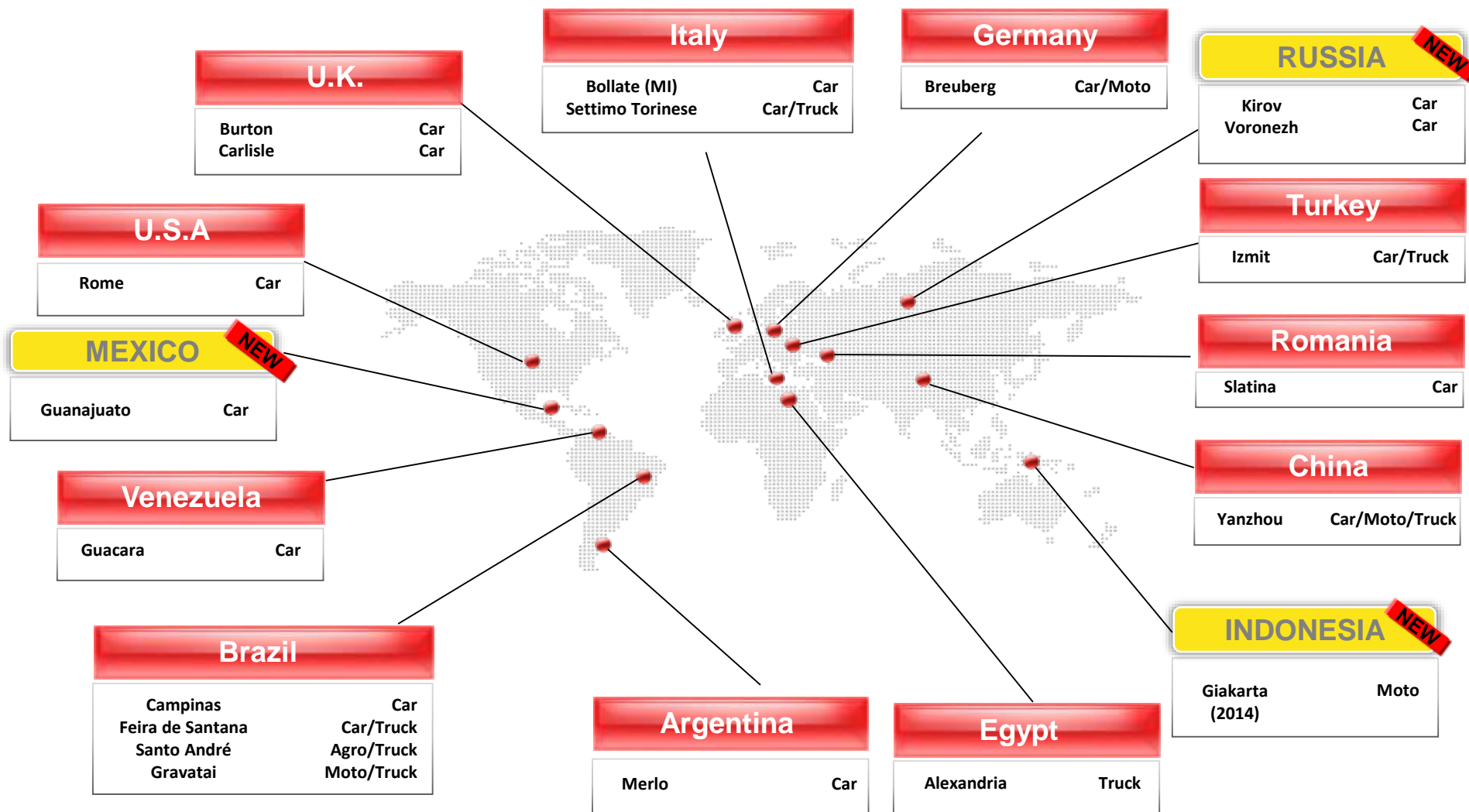
TRAINING @

A PURE TYRE COMPANY...



- World leader for PREMIUM High Performance Tyres
- Design, Develop, Manufacture and Market products for Consumer (60%) & Industrial (40%) segments
 - Always at the edge of innovation (more than 50 patents per year)
 - Exclusive Supplier F1 2011-16
 - 39'000 Employees, 24 Factories, ~1650 Engineers
 - 14 Countries Industrial presence
 - 40 Countries Commercial presence
 - 6.5 billions € annual sales
 - 3,0 % of annual sales invested in R&D
 - **8,2 training days / per capita per year**

A TRUE MULTINATIONAL COMPANY WITH PLANTS ALL OVER THE WORLD...



PIRELLI VISION 2020



SMART, EFFICIENT, PROFITABLE, INNOVATION-DRIVEN
ACCOUNTABLE AND ENGAGED TO ITS STAKEHOLDERS



PIRELLI PRINCIPLES

BUSINESS



Product Driven

Premium Mindset

Engage the Customer

Maximize Delivery

PEOPLE



Meritocracy First

Transparency

Courage and Accountability

Pride

CHANGE



Share and Communicate the Strategy

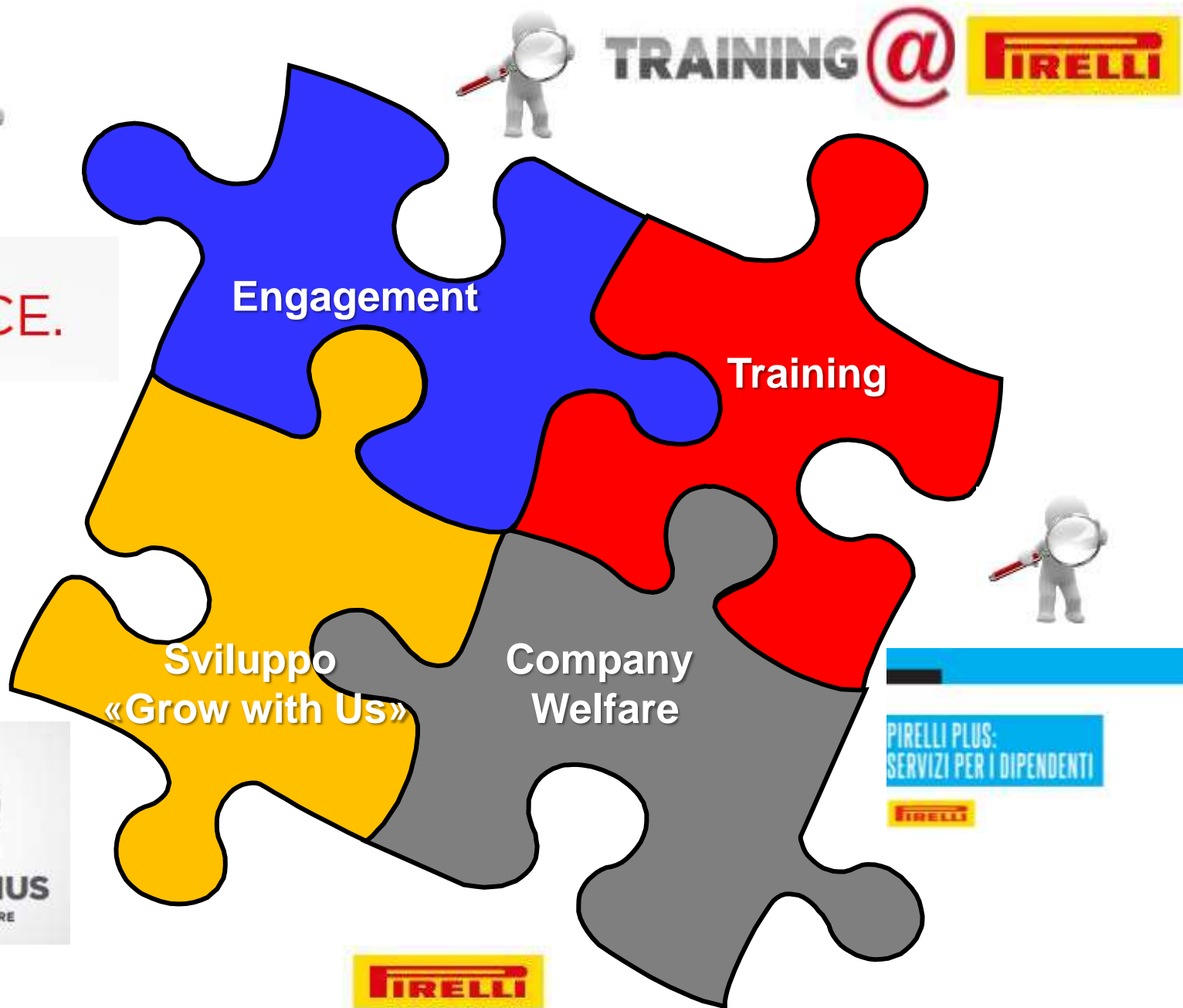
Think Across Geography and Functions

Get Rid of Complexity

Innovate



4 Drivers towards a «premium organization»



Engagement



WHAT
A dedicated team of experts...

HOW
Using state-of-the-art technology...

WHEN
The survey is conducted...

FEEDBACK
The survey results...

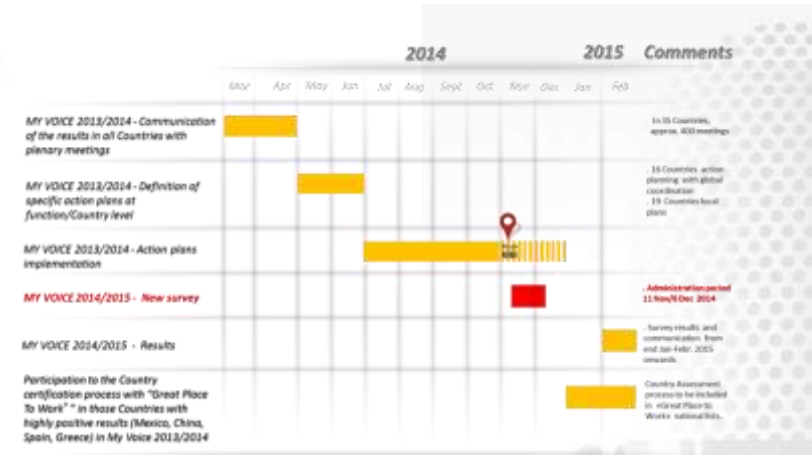
MY VOICE
The global survey...



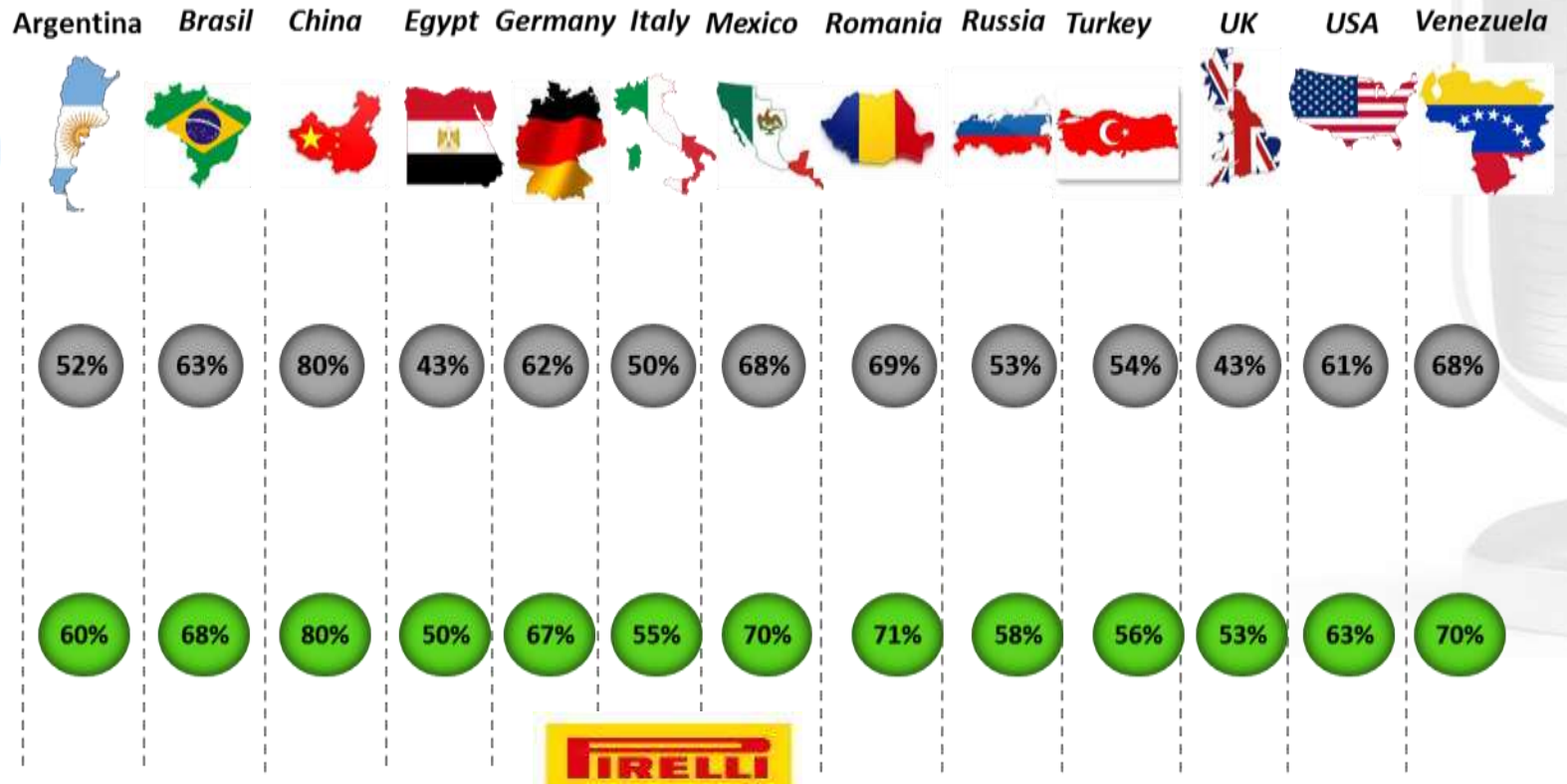

WELCOME TO MY VOICE.
2013 Pirelli Global Employee Survey

28

GO TO THE SURVEY

Pirelli Global Trust Index[©]



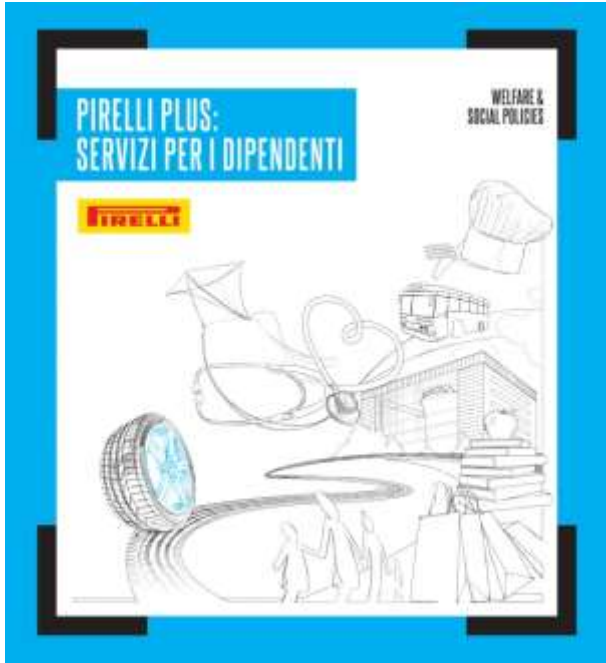
2013/2014

62%

2014/2015 target

65%

Company Welfare



Training: a global and engaging approach

COMMERCIAL
ACADEMY

QVALITY
ACADEMY

IT
ACADEMY

PLANNING
&**CONTROL**
ACADEMY

FINANC€
ACADEMY

SUPPLYCHAIN
ACADEMY

PRODUCT
ACADEMY

PURCHASING
ACADEMY

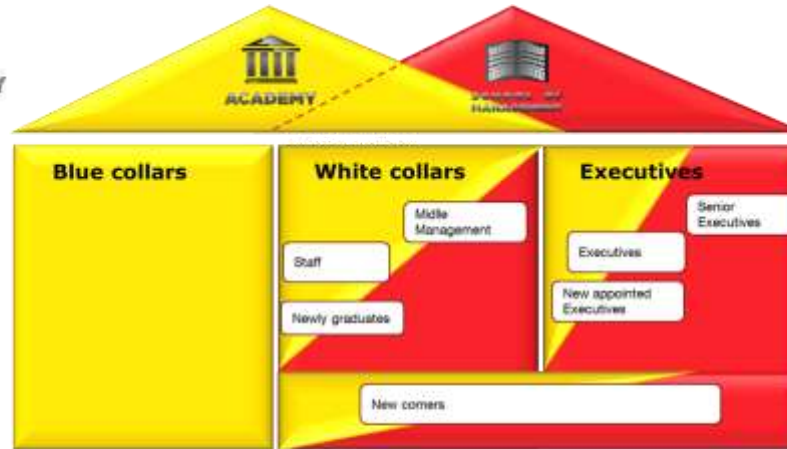
HR
ACADEMY

MANUFACTURING
ACADEMY



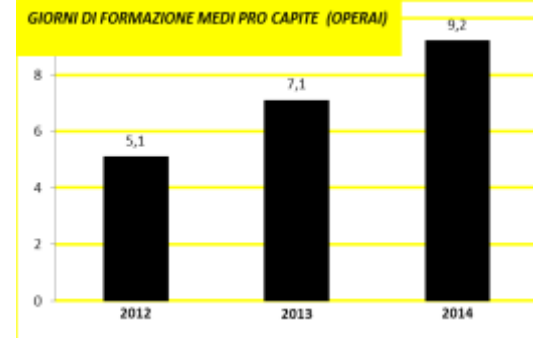
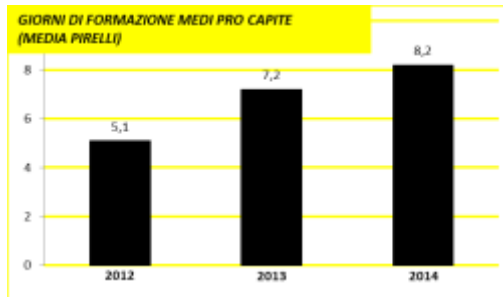
SCHOOL OF
MANAGEMENT

WARMINGUP @



- Technical training for professional families
- Central design
- Central and local deployment
- Pre-post classroom skills assessment to measure learning

- Training modules and programmes to develop managerial skills
- Central design
- Central deployment for Executives
- Local deployment for Middle Management



PIRELLI

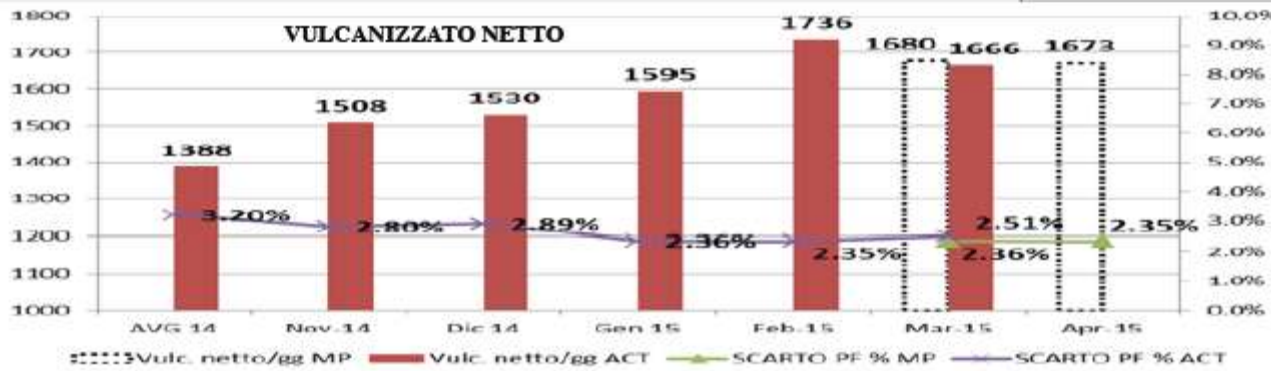
The future of the engagement: cell production in POLO plant

TRAINING D'INGAGGIO

	modulo d'ingaggio	modulo competenza organizzativa	modulo tecnico	modulo teorico	modulo pratico	modulo teorico	modulo competenza comunicativa
contenuto	workshop ingaggio	PWS + organizzazione: cella+HSE	Conoscenza impianti YM 248	Corse conduzione Vulcanizzatori	Conoscenza impianto handling	corse qualità	processo di comunicazione (cascading + inizio + fine turno)
tipologia	aula + visita + workshop	aula	workshop training on the job	training on the job	training on the job	aula + training on the job	training on the job



Team leader **10,25 gg** – Average car nord **8,02 gg**



ASSENTEISMO TOTALE MF CAR

Totale Mdo Industriale



The future of the engagement: cell production in POLO plant

