



Andrea Beddies, HR EAME, June 2015

Symrise as a global company needs to continuously foster and develop its talents to bring its strategy alive



*Leadership skills and competencies are crucial for our business success. Professional and career development is an essential cornerstone of our “Employer of Choice” strategy.*

*To achieve our long-term 2020 objectives, Symrise needs to develop the future leadership generation and to make sure that we have a sustainable talent pipeline in place for the future growth of the company.*

*Therefore Talent Management and Succession Planning are key for the company.*



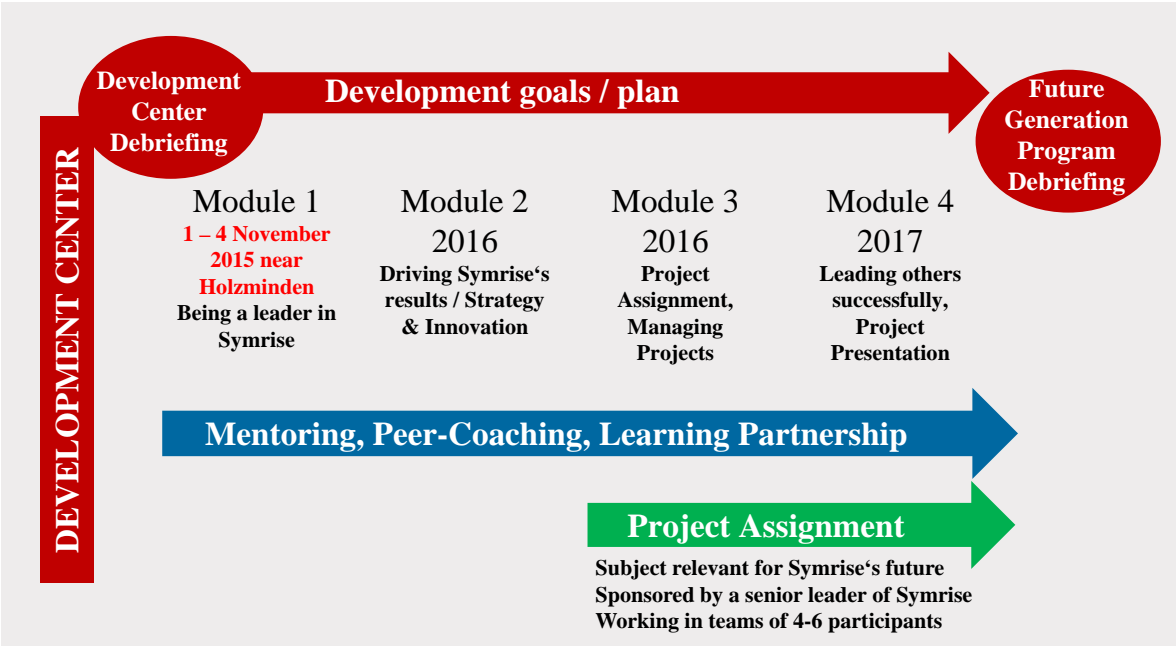
# Leadership Development Program Content

## What can you expect?



- The programme consists of **four modules** which cover the relevant leadership skills you need for a leadership role
  - *Your role as a leader*
  - *Working in the Matrix*
  - *Strategy Development*
  - *Innovation Management*
  - *Change Management*
  - *Project Management*
  - *People Management & Coaching*
  - *Self Management*
- and will be very interactive working with business cases, outdoor training and workshop formats, mentoring & peer coaching

# The Future Generation Program Design



# ESMT at a glance

Short overview about ESMT  
for Symrise

Dr. Urs Müller  
Berlin, June 2015



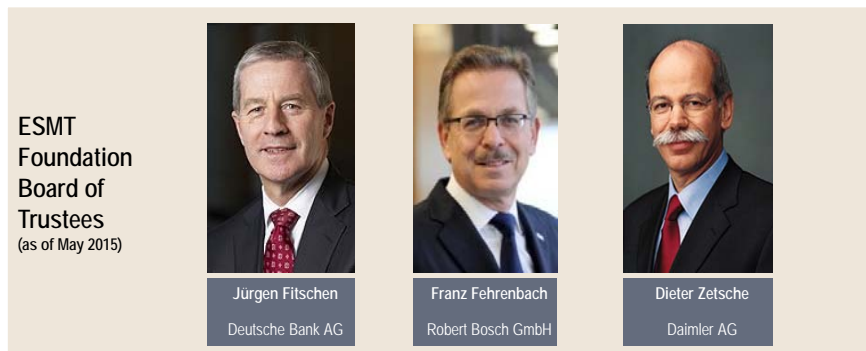
## ESMT: The new school for the new century

- A business school with global reach and European identity, founded by 25 leading global companies and institutions
- Based in the heart of Europe in Berlin, with a second campus at Schloss Gracht near Cologne
- Offers full-time and executive MBA programs, Master's in Management, open enrollment and customized executive education programs
- German Science Council (Wissenschaftsrat) granted the right to grant PhDs
- Accredited by AACSB, AMBA, and FIBAA



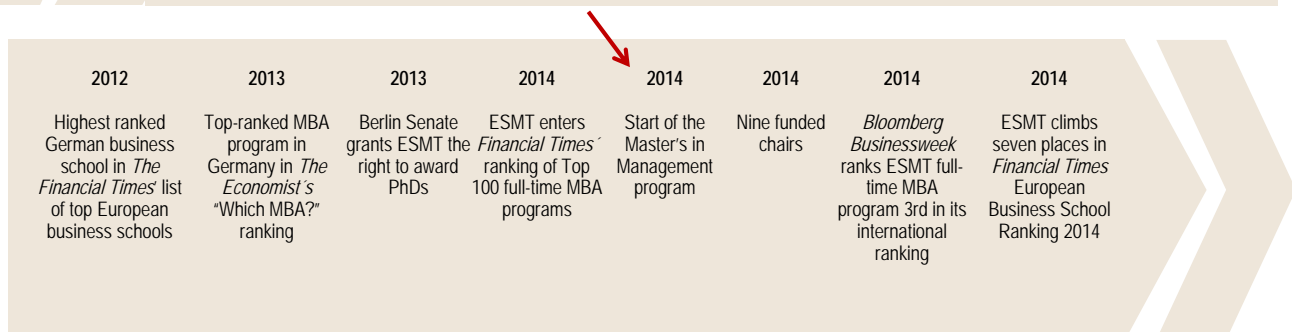
## A school founded on applied know-how and proven success

25 global leaders are the founders and benefactors:



ESMT European School of Management and Technology

## ESMT's timeline to success



ESMT European School of Management and Technology

ESMT: Excellence in management education and research made in Germany

Executive Education			Faculty and Research		Degree Programs		
Open Enrollment Programs	USW Netzwerk	ESMT Customized Solutions	Faculty	Research	Full-time MBA	Executive MBA	Master's in Management
Over 22,500 executive education participants since 2004 Programs offered in English and German		Industry-focused approach in 6 practice groups	32 faculty members from 18 countries	48 A+/A journal publications since 2007 8 academic chairs	58 students with 23 nationalities (2015)	43 students with 17 nationalities (2013-15) 49 students with 22 nationalities (2014-16)	34 students with 19 nationalities (2014-16)



ESMT European School of Management and Technology

