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Professional development

Evaluation of Skills

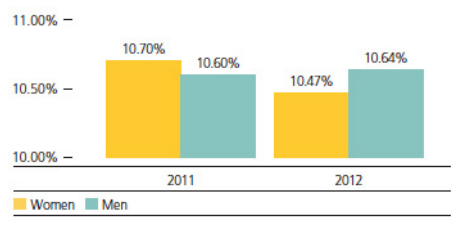
In completion of the skills assessment process of the Group and in order to draw up personalised development plans for Executives and Managers, in 2012 the second evaluation campaign of skills and duties was carried out. The SEA Professional System and the results from the recording of skills were taken as the starting point for this. The SEA Professional System today covers 145 job categories and 27 professional families.

Professional system numbers

77 professional families
145 job categories
approx. 500 individuals involved in the recording process

In relation to skills pertaining to the individual job categories, professional courses were drawn up for the management and performance and career development evaluations by gender

The percentage of employees by gender who have received regular performance evaluations is in line with the group average. In 2013, a project for the allocation of performance objectives to a target group of company Senior Managers is being implemented. Employees involved in formalised performance evaluation processes



Source: SEA