

Attracting and retaining the best with The Sibelco Academy

A global approach to how we run our business requires a holistic approach to employee development and, with this in mind, in 2015 The Sibelco Academy was launched.

It became clear that though Sibelco had invested heavily in technical training, there hadn't been a consistent approach to leadership development.

The Sibelco Academy was designed with the assistance of leadership development experts to equip leaders across the business with standardised development opportunities and the skills to build a constructive culture amongst employees.

Focused on enhancing personal effectiveness and maximising the contribution of team members, two programs will be rolled out in 2016: The Sibelco Leader and The Sibelco People Manager.

Piloted with the Group Executive team in September 2015, The Sibelco Leader Program has been designed to increase senior leaders' awareness of their role in driving company culture and provide insight into their personal strengths and development objectives.

Meanwhile, the Sibelco People Manager Program is highly practical and employee focused, equipping leaders with the skills to improve individual and team performance through effective performance feedback and motivational coaching.

Incorporating role play and peer-to-peer feedback, and providing practical frameworks for implementation in the workplace, the carefully designed programs ensure leadership training is quality controlled and delivered to a high standard wherever it is rolled out.

The Sibelco Leader Program was officially launched with the European Executive Team in November 2015.

Plans are already in place to introduce The Sibelco Emerging Leader Program in 2017 – an initiative designed to raise the visibility of upcoming talent and provide future leaders with the opportunity to build their peer network and develop their skills on real business challenges.

The Sibelco Academy brand will eventually be applied to the development of group wide programs of all disciplines; currently, this includes the Safety Starts with Me workshops which were launched in 2015 and are taking place throughout the business during 2016.

