

Example employee development program: JUMP

	JUMP
Description	<p>JUMP is designed for employees who have the ambition and potential to become managers. The JUMP program has been offered for seven consecutive years.</p> <p>The duration of the program is 4.5 days spread over a timeframe of 4 months.</p> <p>Examples of content in this program include stakeholder management, leadership style, value-based leadership, active listening, setting priorities and more.</p> <p>JUMP is particularly suited to strong, technically focused engineers. Guidance is provided through peer coaching where participants are introduced to themes such as leading self, strategy development, building relationships and managing emotions.</p>
Program objective/ Business benefits	<p>This program is designed to help our high performing, non-managerial employees learn leadership strategies including creating awareness, strengthening personal growth, and developing their career plans to effectively contribute to the organization's ambition, vision and future direction.</p>
Quantitative impact	<p>We evaluate the impact of JUMP through surveys that are sent to participants after completion of the program.</p> <p>The results show that the program is highly appreciated by the participants. For example, participants were asked if they would recommend the course to others. The results were very positive with an average score of 4.7 on a 5 point scale in 8 cohorts.</p> <p>We also aim to determine the long-term impact of the program by measuring the number of participants who move into people-leader positions.</p>
% of FTEs participating in the program	<p>To date, 205 participants have completed in the JUMP program in 2023.</p>
Background	<p>JUMP is part of our People Development (PD) Academy curriculum and is a global program that has been offered for seven consecutive years. Seventeen cohorts of 25 participant are planned for 2023.</p> <p>The PD Academy runs the program with the support of an external faculty. Incremental changes are based on participant and stakeholder feedback.</p>