

Developing talent with a global perspective

We are committed to **the continuous learning of our employees** so that they can take on the challenges of the future, improve



Ensure the management of **critical knowledge**, so that it is transferred and disseminated among collaborators



Training in skills oriented to the **company's strategic areas**, in accordance with business objectives



with a **diverse offer** that adapts to the profile of the employee, in virtual and face-to-face format

The Iberdrola Group works in the following areas



Definition of the Development Model



Designing and execution of a global talent review process



Management and implementation of development programmes



Management of training and development of managers at global level

Based on the '70/20/10 development model', which states that learning should come from a variety of sources:

70 %

Day-to-day experience

20 %

Relationships and orientation

10 %

Education and training