

DEVELOPING TALENT WITH A GLOBAL PERSPECTIVE

We work hard to enhance the company's results and the organisation's **efficiency** by preparing our employees to take on **greater responsibilities and challenges in the future**.

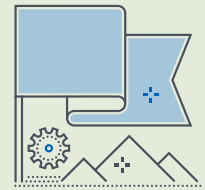
WE INVEST IN



Promoting employee **mobility and turnover** as levers for development



Offering **high-potential professionals** new challenges and opportunities



Building up a team of professionals who reflect our **diverse reality**

THE IBERDROLA GROUP IS WORKING IN THE FOLLOWING AREAS



Defining a **Development Model**



Designing and implementing a **worldwide talent tracking process**



Managing and implementing development programs for non-executive professionals through worldwide development and local training programs



Pursuing executive training and development worldwide through the Management School, which is part of the Iberdrola International Campus in Madrid

WE DESIGN AND MANAGE THE FOLLOWING PROGRAMS AROUND THE WORLD BASED ON THE "70/20/10 DEVELOPMENT MODEL"

Executive **Training**
Program

Leadership Program for
Future Iberdrola Leaders

Skill **Development**
Program

MBA in the Global Energy
Industry