

# Employee Development Programs

Some Examples



*Purpose*  
Innovating for a  
better world

# Graduates Development Programme (GDP) guiding principles

## Graduates Development Programme – Typical for Scientists & Engineers

- **standardised:** all graduate engineers and scientists entering Sasol go through a formalised and structured development program tailored to each discipline considering geographical specificities
- **comprehensive:** entering graduates will be exposed to all relevant areas within the business with mandatory rotations being the key vehicle to achieve this, of which a minimum of one will be in operations
- **competency driven:** program's effectiveness is determined by the competencies required for the entering graduates, therefore it includes regular assessments of graduates to steer and support their development
- **practice oriented:** program design reflects the core belief that learning by doing is most effective. Therefore a minimum of 70% of graduates' time is on practical on the job experience, 20% mentoring and coaching and 10% formal classroom training
- **aligned with business:** line will drive content and on-the-job training and embed the program deeply across the organisation

# Typical Employee Training

## Graduates Development Programme – Typical for Scientists & Engineers

Duration ranges between 24 and 36 months

Rotation plan across various businesses of the organisation

Assessments at regular intervals

Technical competency and interpersonal skill development

Support mechanism



# Typical Employee Training

## Development Programme – Middle Management

Learning, Experiencing, Accelerating, Potential (LEAP)

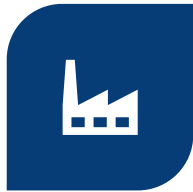
Proactive and strategic development of diverse talent to ensure adequate bench strength to meet future global business requirements sustainably

Focused skills development to build the right employee competence and ensure the right bench strength for anticipated business needs

Talent retention by offering focused opportunities for employees to build their competence and experience the organisation's employee value proposition in action

# Typical Employee Training

## Leadership Excellence Programme (LEP) – Senior Management Focused



Align on  
Purpose,  
Principles  
Practices



Refine  
and  
Implement  
Team Charter



Problem Solving



Sponsorship and  
Coaching



Leadership Skills





**SASOL**