

ALL YOU NEED  
FROM TURBO  
TO TAILPIPE



# Dinex & Talent Development

## A part of our culture

At Dinex, we are open to everyone's desire for professional as well as personal development. It is about developing commercial as well as technical and managerial competencies at all levels.

We strongly believe that in order to be better than we were yesterday, we need to be able to renew our professional knowledge.

Through our Annual 1:1 Individual Review Dialog with the nearest manager, as well as throughout the year depending on the need, we are given the opportunity to discuss specific wishes or needs for the upskilling that may be important or

necessary in relation to our performance, career development or new tasks to come, as a natural development of our position. In addition, other valuable issues, such as one's position, team collaboration, leadership and work-life balance are discussed.

As an integral part of our overall strategy at Dinex, we simultaneously focus on developing the competencies within the organization that are crucially important in achieving our expected goals.

We have chosen to call this process Talent Development.



Talent development starts with the strategic direction, and the selection is based on our strategic goals. Group HR runs the process in close cooperation with local HR at all our sites. Lina Franckeviciute-Gonzalez, HR Business Partner

# Talent Development

The process of developing talent potential is part of our Annual HR Wheel and belongs as the program itself to Dinex University, which is covering many different training activities.

When designing Dinex strategy for the coming years, we consider carefully whether the organization and our colleagues are geared to handle many new roles & responsibilities that the strategy requires not only in relation to stress and extra hustle and bustle, but also in relation to the level of competence. And in situations where competencies are insufficient in relation to the strategic ambitions, it is important to make a priority choice between either recruiting new professionals - or developing existing skills within the organization. Our choices depend largely on the time perspective for our strategic goals to be achieved within, for example, new technology development, growth in new markets or new customer segments, or other

important factors requiring higher levels of competencies - than already existing.

Therefore, in the future, Dinex University will become an important focal point for training, talent development and knowledge sharing. We do believe that the best coaches and mentors should be recruited internally.

Rollout of the Talent Development program is a learning process that takes place in a constant movement between reflection, knowledge and practice. Therefore, new, challenging tasks for the selected employees are necessary. This may, for example, be a new role in a demanding project with external partners or development tasks that strengthen strategically important employee groups or projects. This is how talent development is firmly anchored in the department and in daily work.



**When focusing on career opportunities and jumping up the latter – always put in strong learnings in between the steps before jumping. Then you mature your capabilities and skills and life becomes easier for you in next level of your professional career, Lars O. B. Petersen, VP HR.**



# Talent Development is a part of business strategy

Talent development is about developing competencies in strategically important areas of the organization, and about what talents Dinex needs to develop in the nearest future - including for what specific purposes.

Our business strategy places great demands on our professional level at the present time as well as for the coming 3-years' period. Continuous development of our competencies to even

higher level is crucial for our growth and competitive edge. Especially within the entire technology area, where we today possess knowledge at a level that is quite unique, compared to many others in the industry. We are proud of this, but at the same time, we are also aware that the joy lasts only, if we do constantly develop ourselves - to new heights - and thus continue to be able to maintain the lead in a wide range of areas in the industry.

## Dinex – honestly speaking

What drives us as a modern, global company is the belief that together we make all the difference. We know that the customer is always at the center. We know that well-being, cooperation and knowledge are crucial to our continued growth in all parameters for many years to come.

We are well-aware of the fact that our products and constant development have brought us into the elite of companies that

every single day of the year do everything to take good care of the environment.

And we will maintain that awareness in the belief that we will be even better at developing solutions that benefit customers, the environment and collaboration - and this can only be done through a determined focus on developing competencies and promotion of talent potential.



Talent selection and development should not be a deselection of some employees. It is a choice to do something extra for a smaller group and at the same time to do something for many. We focus on developing all our employees while promoting the talent potential. Kathrine Korsholm, Global HR Manager.