




# GROWTH OPPORTUNITIES

## OUR MISSION

*“To offer **accelerated development paths** (Fast Track), consisting of **real-life development opportunities** and **cross-functional exposure**, targeting high potential colleagues **to feed UniCredit leadership pipeline**”*

## WHAT WE DO

**Custom-made learning experiences** for High-Potential colleagues (**Fast Trackers**) based on seniority (banding) and key pillars:

-  **Self:** Facilitate **self awareness** and be inspired by internal role models and **external practices. Understand own purpose and vision and others'**, leading with empathy and trust
-  **Others:** **Build and nurture a culture of people that care about people**, by building trustworthy and safe space relationships **beyond hierarchy**, promoting diversity of thoughts and active listening
-  **Organization:** **Lead by example** to promote **sense of belonging**, encouraging innovation and transformation through **diversity of thoughts and failing forward**

## HOW WE DO IT

- **Dedicated offering and workshops** with external professionals based on respective Program goals and challenges
- **Exposure to Senior Managers**
- **1-1 meetings to facilitate connection among Fast Trackers**
- **Continuous learning via dedicated platform**  
– All Access Pass

