

One program per year since 2011

## DIAGNOSTIC

Adisseo is one of the world's leading experts in feed additives.

The group relies on its 7 research centers and its production sites based in Europe and China to design, produce and market nutritional solutions for sustainable animal feed.

With more than 1,900 employees, it serves around 2,600 customers in over 100 different countries through its global distribution network.

For several years, the market of the animal nutrition has faced massive competition, in particular from Asia. Adisseo thus has to adapt itself and innovate to remain competitive and preserve its place as a leader.

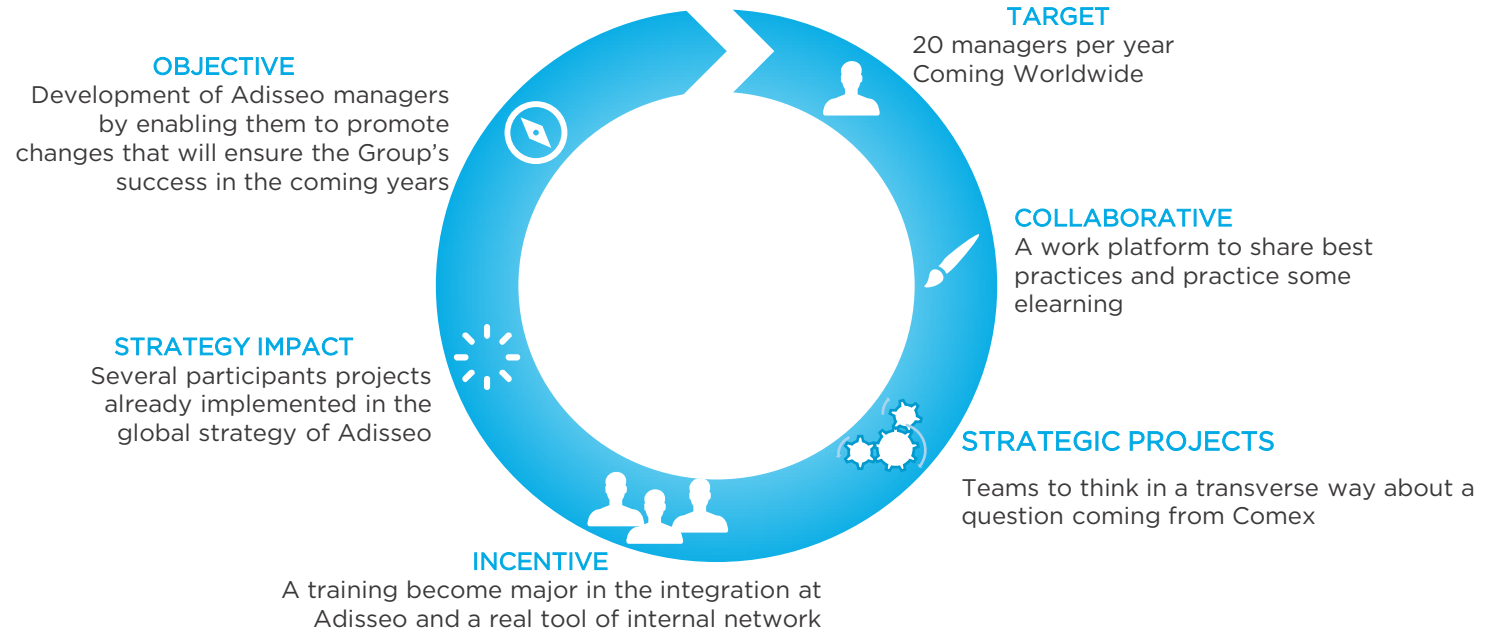
In this context of environment transformation, with Adisseo strategic goals and managerial culture deployment stakes in mind, the organization relies on his managers to be active players in their own management curve and that of their team.

Adisseo Advanced Management Program trains them to convey group strategy that will guarantee the Group's success in the coming years.

This program's goal is to harmonize and enhance management skills in the three main areas:

- Human aspects: Management & leadership,
- Performance: Running business units successfully
- Innovation: Preparing managers to implement changes.

This helps Managers implement the local and transversal strategy in a more collaborative, simple and fast way, providing the tools to make a difference, and to pilot the strategy implementation in coherence with the axes of Adisseo managerial culture.



A **blended learning experience** responding to deployment constraints and maximizing ROI per participant:

**Training Action sessions** on site learning (ESSEC Executive Campus)

**Strategic projects in participant teams** on site learning and on distancial with ESSEC tutors and Adisseo sponsors

1

### PROGRAMME LAUNCH

Conference starting Adisseo's COMEX members and ESSEC Academic Program Director

2

### ELEARNING

To prepare courses or to deepen some specific subjects

3

### TEAM PROJECTS

To share best practices with managers from worldwide entity and work transversally on a specific subject

4

### PRESENTATIONS

To present the results of group reflexion through recommendations to Adisseo board members

5

### CERTIFICATION