

ENERGY MANAGEMENT MASTER'S PROGRAM



Application for the EFMD
Excellence in Practice Awards 2016



Executive Summary

The Energy Management Master's Program is an exclusive degree program offered internally for non-technical (commercial/corporate) positions. Newly hired professionals from different backgrounds are enrolled full-time into the 9-month program that serves as a technical and cultural induction into the company, focusing on knowledge of their full value chain and system of internal processes. Final student projects have direct impacts on real business needs, where significant economic benefits have resulted.

Participants are full-time employees being paid to learn. Offering this type of Master's program has proved to be a substantially effective long-term investment for the company for three reasons:

The Master's program allows the opportunity to deliver a standardized model of their business for their non-technical employees. Leveraging industry practices and knowledge are taught and applied in accordance with the company's ways of working and overall strategic focus.

Due to the nature and benefits, the Master's program attracts very high-potential candidates, which in turn result in more strategically minded and knowledgeable future leaders to sustain our future.

The most unique value to the program's participants is the networking that occurs with colleagues and professors that stretches across all business units, enabling them to become successful future drivers of change by using the people and knowledge they accumulate to make strategic impact for the business.

When awarding CLIP accreditation to the program, the European Foundation for Management Development wrote, "The Peer Review team was struck by the remarkable investment the company is making in onboarding of newly hired professionals."

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Accredited Learning Quality



151 participants in 4 years

147 teachers & facilitators per year

80% internal / **20%** partnership

100% graduation and placement rate

100% retention on first and second year

96% retention on third year

80,78% overall program satisfaction score