

# 26<sup>th</sup> World Gas Conference

1 – 5 June 2015, Paris, France



## Strategic Panel 11. TF 1-1 : “Battle for Talent”

4 June 2015

Jean-Marc Leroy, Chief Executive Officer  
Storengy

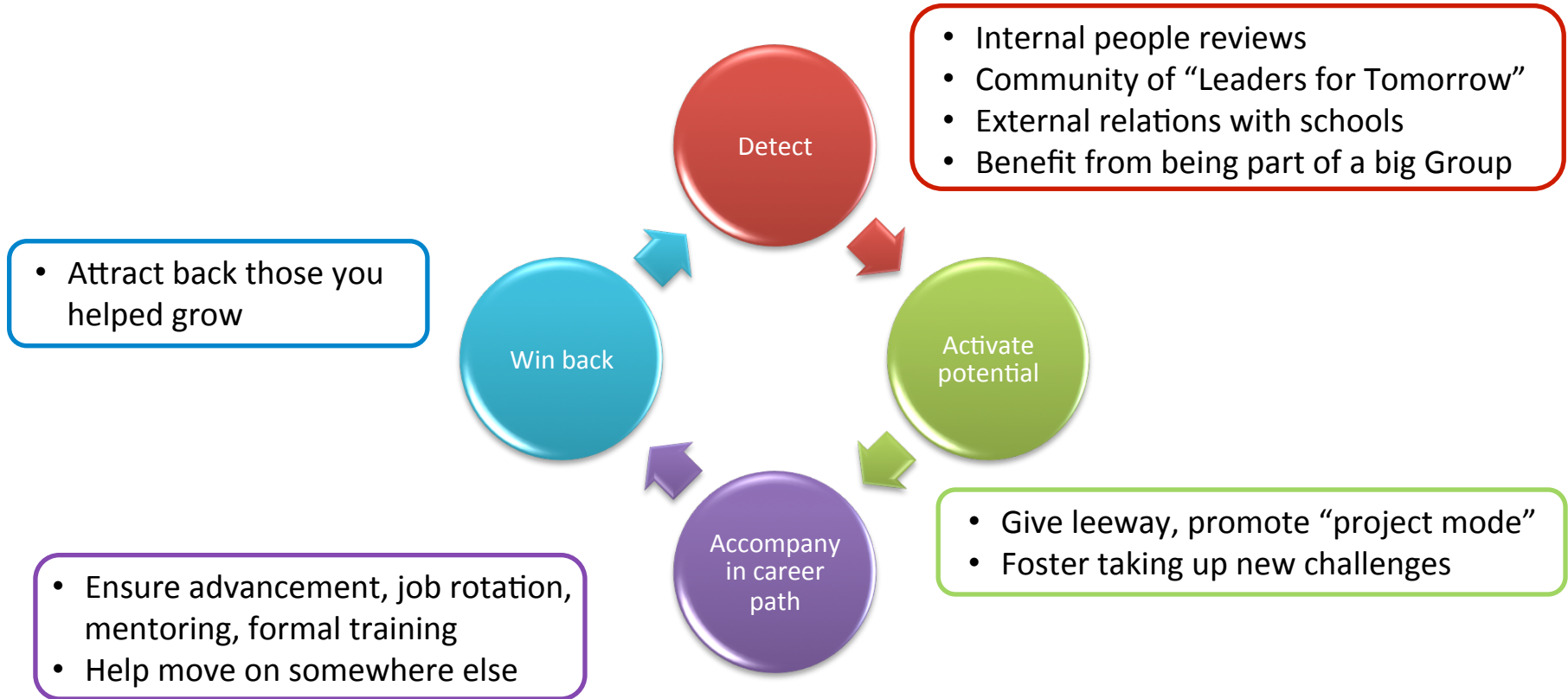


# How to attract talents: some principles at Storengy

- Build your reputation
- Ensure diversity and openness
- Invest in leadership and career development
- Give room to grow: foster innovation, new ideas
- Promote work-life balance



# Virtuous circle: Detect - Activate - Accompany - Win back



# Internal initiatives for competencies development

Exchanging expertise and knowing well the company is a must for competencies development. Some examples at Storengy:

- “Matinales”: one-hour morning sessions on various topics open to all employees
- “Thematiques”: in-depth sessions on specific topics targeted at employees dealing with the given subject
- University of the Centre of Expertise: a platform for exchange of experience and information targeted at technical experts and covering business development aspects
- Regular cross-function meetings to keep up-to-date on “who does what” and what the current issues are
- Breakfasts with the CEO: informal meetings to discuss freely all issues concerning the company

# Unleashing talent through employee empowerment

- Give an opportunity to shape the company's strategy and enable development
  - ✓ Invite to get out of the comfort zone: e.g. cross-cutting working groups on strategic issues
  - ✓ Entrust with a specific project, provide necessary resources: e.g. "Storengy Valley" initiative
- Provide recognition: ensure feedback and a follow-up
- "Win-Win" situation:
  - ✓ Company: leverage for innovation, "out of the box" look
  - ✓ Employee: professional growth and stimulation, autonomy, leadership

# Growing next generation leaders

- “Mentoring programme”: accompanying employees in their leadership development
  - ✓ Launched at a junior level at Storengy to provide momentum in professional development as early on as possible
  - ✓ Seeks to guide employees based on the “give and receive” principle
  - ✓ Special feature: mentors being mentoreers
  - ✓ Constitutes an integral part of the management practice
  - ✓ Fosters creating networks, broadening horizons
  - ✓ Pragmatic way of developing soft skills, complements formal training



**Thank you**