

4.2 TRAININGS

The development of our organisation would be impossible without **continuous development of our employees**. Hochland operates according to the assumptions of **the Learning Organisation concept**. Trainings for employees are one of its supporting elements. The opportunity to reinforce professional, personal and leadership competences makes Hochland Polska an attractive employer. Additionally, every employee (regardless of their position) can access the internal e-learning platform. In 2024, we as an organisation have secured access to trainings developing both professional competences required to carry out the daily duties, as well

as competences reinforcing personal and leadership competences. **The first edition of the Project Leader Academy at Hochland Polska was a proprietary programme** covering 5 modules, during which 6 experts shared their knowledge related to project, finance or investment management **with aspects of sustainability** with 14 participants. The first edition of the Project Leader Academy at Hochland Polska was an original programme developed by Emilia Mochort, aimed at all employees of the company, regardless of their employment duration or department.

The Academy consisted of five modules. The individual modules covered such topics as:

- basics of project management,
- team management within a project,
- project management with elements of sustainability management
- finance and risk management in a project.



In 2024, Hochland Polska updated its business strategy, which indicated the directions of company growth, and thus the needs related to employee competences. We have continued to provide professional trainings, which complement the knowledge required by the staff, but activities supporting **the reinforcement of leadership competences** have

become our priority for the near future. Dedicated development programmes have been designed as a response to this challenge. In terms of CSR activities, we are also facing a major generational change as an organisation. We started preparing for this change by organising a **public webinar on generations for all employees**. At the

same time, we have designed **a dedicated workshop for all supervisors and managers at Hochland Polska, in cooperation with Diversity Hub, titled “How to build an inclusive organisation culture? Management and intergenerational communication”. This ensures that the managerial staff is prepared for management of diverse teams.**

2024 IN FIGURES

External trainings	Total number of trainings hours	5760 h*
	Average per Employee	6,5 h
	Trainings to develop professional competences	54%
	Trainings to develop social and socio – personal competences	46%

* only applies to external trainings, excluding webinars and trainings conducted by Hochland employees

BEST PRACTICE

PROJECT LEADER ACADEMY AT HOCHLAND