



DRIVEUP

drive your evolution

DriveUp Project Presentation

What is DriveUp

Definition and Goals

DriveUp is a professional growth program that will help you **develop yourself and evolve on a individual and professional level**; by providing you with all relevant tools, the company will support you and your colleagues along this journey.

CORE-CONCEPTS

A project for everyone
Shaped and driven by yourself

PROFESSIONAL
GROWTH

OWNERSHIP

SELF AWARENESS

EXPERIENCES

GIVE & TAKE
APPROACH

You can focus on your individual **growth** through continuously **improving** and **expanding** on new skills and capabilities.

Commit to your personal development by **choosing and building** your own path and be inclined to take on **new challenges** and **embrace continuous change**.

We recognize that everyone is **different** and **unique**. Hence, we defined **reference profiles** to help you **reflect on yourself**: who you are, who you would like to be & on your interests and motivations.

DriveUp represents and enables a world full of **experiences, that you can** discover and leverage in order to shape **your individual** and **professional development path**.

DriveUp allows you to be a **Learner today** and a **Contributor tomorrow** in a **knowledge & competence sharing environment**.

Where we are

The 2020 Pilot and the future of DriveUp

In 2020, we tested our new growth program - with some of your colleagues - through a **pilot project** which allowed us to understand the **initiative's real value** and gather **feedback** on your experiences.

Those inputs were turned into actual refinements to improve the DriveUp program.

We are finally opening the DriveUp program to **many more of you**, going from less than one hundred to more than **one thousand people** at a **global level**: this **extended** pilot project will permit to gather further feedback and additional refinements to create the **final DriveUp version**.



GHO

Italy

GC&C

Italy, UK, HK

GEB

UK, Lux, Germany, Italy,
CZ, France, US, HK

THE PILOT 2020

7 MONTHS

+70 PILOTERS

2 BUSINESS UNIT

+45 EXPERIENCES

NOW

THE EXTENDED PROGRAM

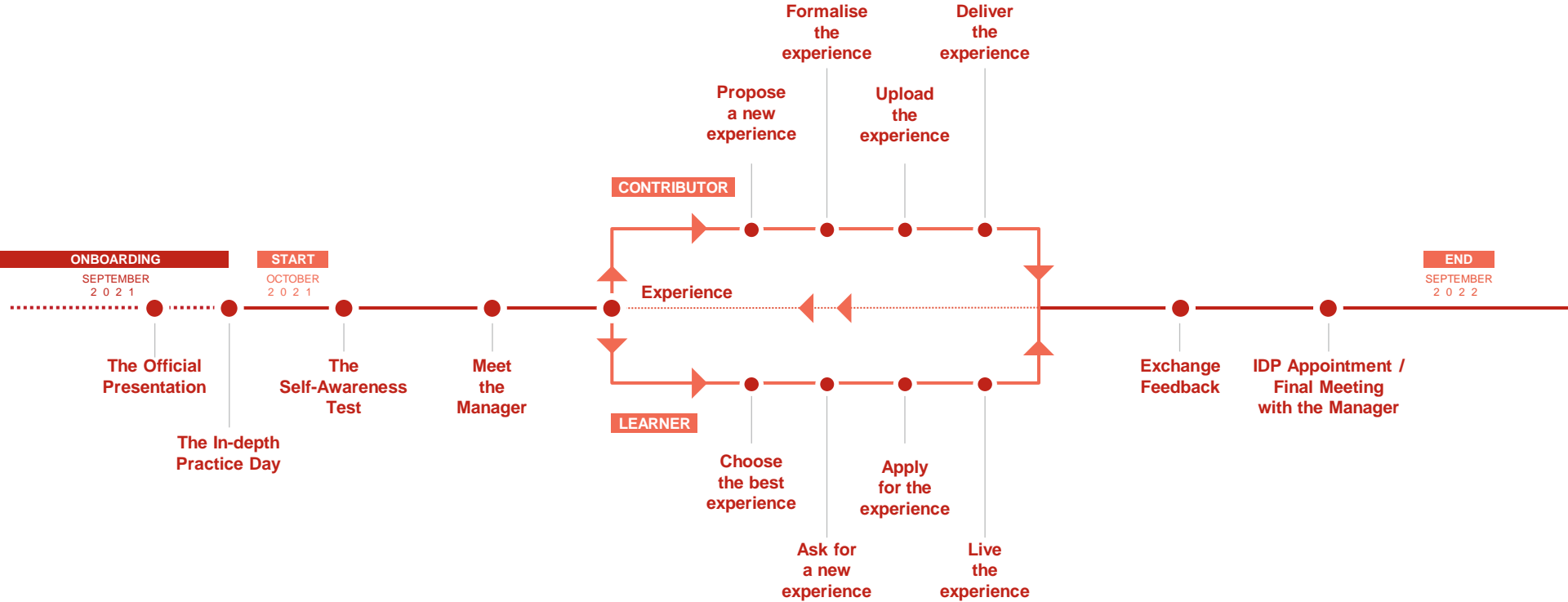
October 2021



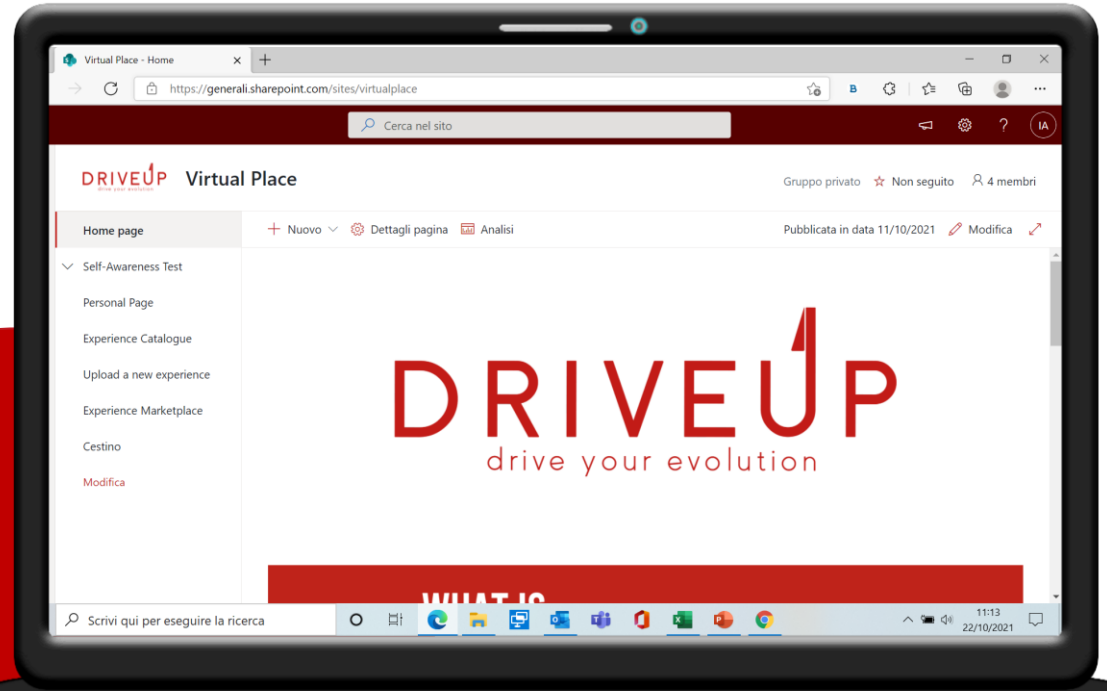
THE FINAL VERSION OF DRIVEUP 2022

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Journey DriveUp



The Virtual Place



Concrete Examples

Behind the scenes of the NEXT steering committee (stc)

CONTENTS

Sharing the experience on how the NEXT project leaders are preparing the monthly STC with GCFO and all the CFOs of the main BUS. The Learner was given the opportunity to participate and present one slide to the monthly STC.



Very effective in terms of methodology, effective communication, different ways of mentoring path. The involvement in the PMO Agile activities has been on high level as organization by the external consultants which cover the PMO Role. I have been part of the Steering for 100% of the entire experience.

STRUCTURE

1 briefing appointment
several follow up moments to prepare the live event

Group treasury reporting – cash flow monitoring

CONTENTS

Focus on the business evolution of AG S.p.A. branches has increased further due to different circumstances: Brexit, ALM gaps, specific business lines evolution in which the branch operates are reporting difficulties on performance & changes of branch perimeters (GEB, runoff businesses). The Learner was involved throughout the analysis and reconciliation of the different outputs from accounting, cashflow and controlling perspective.



I really enjoyed the experience; it was very educational and engaging. I had the opportunity to provide my own ideas to improve the Contributor's work.

STRUCTURE

6 sessions (one-hour each)
1 session per week

Power BI Dashboard

CONTENTS

Power BI is a business analytics tool, part of the Microsoft Office 360's offer. It provides interactive visualizations and business intelligence capabilities with a simple interface for end users that can create their own reports and dashboards. This experience is meant for beginner users to enhance their ability to read data, to fully exploit the software's functionalities and to easily navigate between graphs, tables and filters.



I found the experience very interesting, it offers the basic skill set of Power BI, a really powerful tool unfortunately not exploited to its full extent.

STRUCTURE

1 session (one-hour)

Concrete Examples

Debt Management - IGL Tax efficiency

CONTENTS

CFO Area - Measure, map and project intragroup loans tax efficiency. The GCFO has requested to receive at least twice per year the Intragroup Loans Map. This would be an occasion to get further understanding on the Group's intra company lending and present the map to the GCFO together with the Head of Debt Capital Markets Intragroup Loans simplification is one of the key areas of focus of the GCFO. The idea would be to design a tool that links each single IGL to its tax residency and provides a matrix to increase tax efficiency by renegotiating or reassigning it in order to optimize the AG/Group net result.



It was an intellectually stimulating project. It gave me the GCFO visibility, and it provided a tangible proposals to enhance the Group net profit.

STRUCTURE

1 h
10 sessions



Become a Cyber Insurance Experts

CONTENTS

Participate in the activities offered exclusively by the Cyber Insurance Community of Experts, trainings, market comments and sharing of practices in the cyber insurance world.



It was a fascinating experience: I had the opportunity to explore first-person the Cyber Insurance perspective.

STRUCTURE

10 sessions (one-hour each)
4 months

Review calculation engine of Solvency II stress

CONTENTS

"The activity aims at releasing an updated version of the current SAS tool used for the determination of Group participations fair value under stress conditions in accordance with SII framework. The initiative will focus on both new analysis of the deliverable required and their implementation into the SAS engine tool."



This experience is great for someone like me who is eager to learn the SAS tool exploring the updated version.

STRUCTURE

1 h
10 sessions



Additional Elements

What makes DriveUp different

DRIVEUP ENABLES EMPLOYEES TO ACCESS TOOLS & EXPERIENCES THAT WILL EMPOWER THEM TO GROW INDIVIDUALLY AND PROFESSIONALLY

Cross country & business unit

Give to all the employees involved the opportunity to get to **know new colleagues** and **departments**. Give them a **cross-functional** view of the company.

Create a feedback culture

Aims to promote a **culture of feedback** to **enrich** all colleagues. Feedback constitute an additional element for Managers in the annual Performance Evaluation.

Aimed at addressing unmet needs

Through the **Marketplace**, employees can identify the needs of colleagues and design experiences related to those needs.

Visibility opportunities

DriveUp is a program for those **who want to get involved**, it is not mandatory but is a **valuable tool** to gain visibility.

Presentation and support

What we did

THE OFFICIAL PRESENTATION

4 iterated appointments to present the program to Managers and participants: where it came from, which needs it satisfies, what its purpose is and what it includes.

+ 680 Participants

THE IN-DEPTH PRACTICE DAY

15 iterated appointments to review the **fundamental phases** of the program and offer **practical demonstrations** of the program's activities

+ 550 Participants

What's next?

1 RECAP APPOINTMENT

One **additional meeting** for those who didn't have the opportunity to participate in previous sessions

3 COMMUNICATION CHANNELS

A **newsletter**, a dedicated **email address** and specific **banners** on the intranet to constantly fuel the program

2 SUPPORT CHANNELS

Offline and **online** support for participants to answer any doubts



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