

Cartier

LEARNING & DEVELOPMENT STRATEGY

Middle East, India and Africa, BU21 – BU23
Created: 31st March 2020 | Last update: 28 June 2020



Shared Vision & Mission

International & MEIA



Vision

- Be a **'people developer'** to provide all employees with the individual development solutions that correspond to their aspirations and career development requirements.
- Promote an innovative learning culture that inspires all talents to reach their full potential and navigate passionately to be a first-class Maison.

Mission

- Be a **'business partner'** to ensure that collaborators continue to develop in order to respond to Cartier's priority strategic challenges.
- Design a self-directed learning journey through identifying needs to support people development and achieve business excellence.

The Strategic Role of Learning & Development



THE STRATEGIC ROLE OF LEARNING & DEVELOPMENT

The main responsibility of the MEIA Cartier Learning & Development function is to manage the development of our people - in a way that supports key business priorities, in alignment with the International L&D strategy and the MEIA strategic plan.

Guiding Principles

Our main guiding principles are to:

- ✓ Support achievement
- ✓ Self-direction
- ✓ Innovation



The MEIA LEARNING & DEVELOPMENT STRATEGY

Supports five key areas:

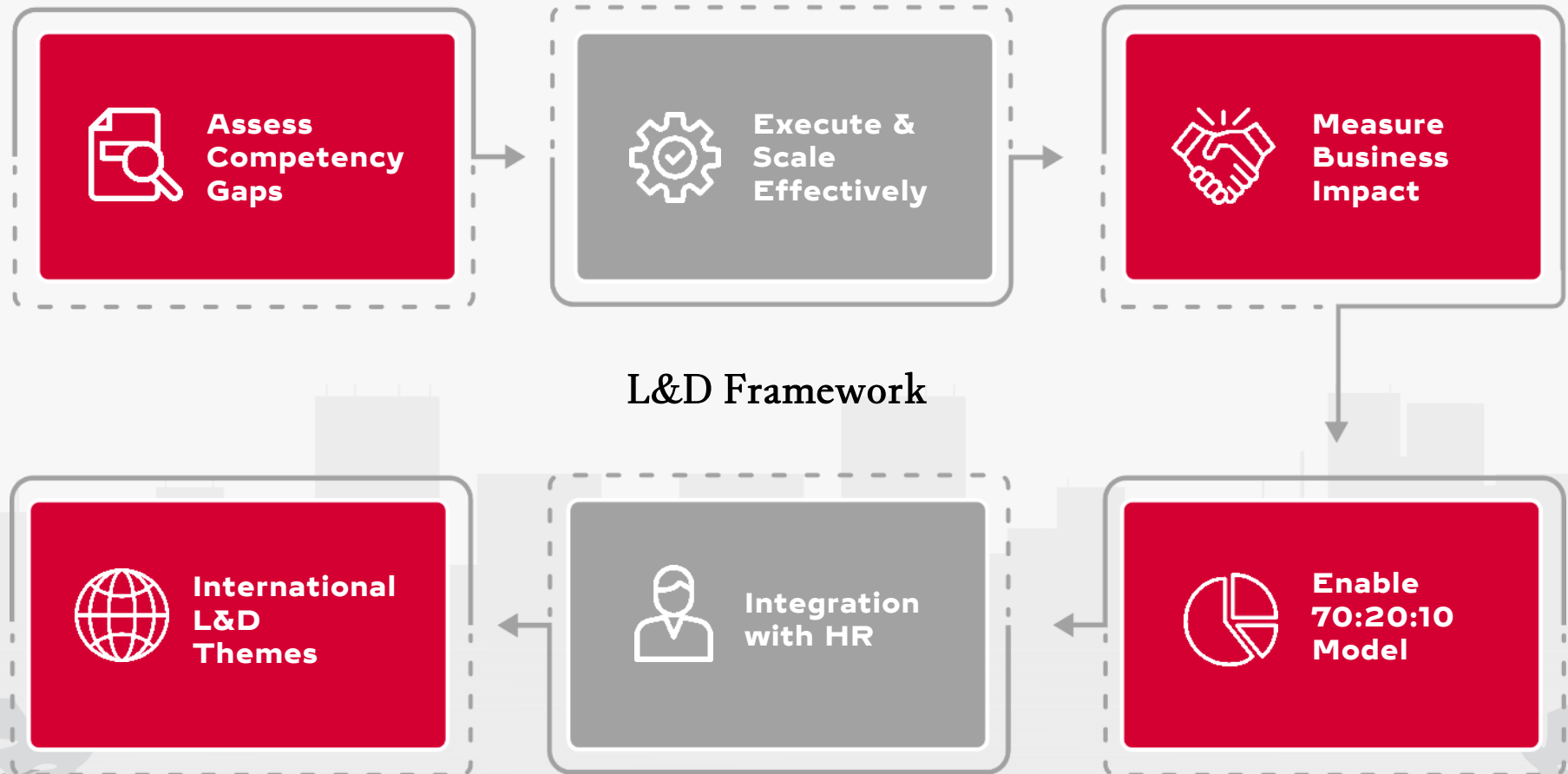


Learning & Development Framework



LEARNING & DEVELOPMENT FRAMEWORK

Our framework will aim to comprise of six components as follows:



MEIA Action Plan BU21-23



MEIA ACTION PLAN BU21-23

The action plan aligns directly with the MEIA strategic plan & International Learning & Development strategy, ensuring that focus is given to the most important priorities for business success and excellence.

BU21

Q1			Q2			Q3			Q4		
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
High Jewellery Strategy, High End Academy UAE, GCC & KSA.											
Expo 2020, collaborate with other L&D initiatives such as GEMs, Make Your Mark, Cartier Women's Initiative Awards as well as local programme in BU22.											
						Client Centricity – from transaction to client. Emotional intelligence journey and market specific service philosophy.					
			GEMs Programme to support our commitment to the high jewellery strategy.								
Wedding Strategy – Dubai, KSA, Qatar.											
									Emiratization support HR strategy.		

MEIA ACTION PLAN BU21-23

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BU21

Q1			Q2			Q3			Q4		
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
			Intern Programmes to support HR strategy.								
			Leadership Development, LEAD1, LEAD2 and dedicated local leadership development programme for new Managers based on Cartier competences.								
Feedback & Coaching Culture - for new and existing colleagues/managers.											
						The Cartier Purpose - values based organisation for all - embed within DNA.					
Digital Transformation - transform the future of learning to a blended learning approaching including digital.											

MEIA ACTION PLAN BU21-23

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BU22-23

Q1			Q2			Q3			Q4		
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
MEIA Women in Leadership Programme - How Women Rise Programme (to support Women's Pavilion Expo 2020 - now moved to October 2021).											
					Professional Management Trainee Programme / Intern Programme to support the future generation of leaders.						
			Travel Retail - support on-boarding, induction and product learning.								
Gemini Project - support with Learning & Development resources.											
					E-commerce - support with Learning & Development resources.						

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BU22-23

Q1			Q2			Q3			Q4		
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
							Harvard Manage Mentor to support digital and leadership development.				
Training Ambassadors - to support the 70:20:10 model and provide upskilling to our sales ambassadors.											
I am Remarkable Programme to support ongoing women empowerment and women change-makers.											
							Learning & Development Award from Professional Body (CIPD).				

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