

# Skills development in practice



*It's easier to leaseplan*

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At LeasePlan, employee development is a high priority, and we utilise several different types of skills development and programmes to ensure that you will have an exciting and challenging time with us.

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## Introductory process

The purpose of our introductory process is to quickly and efficiently provide you with information about our company, our processes and your new position, and to integrate you into the company. The process starts the moment you receive your employment contract. It includes, among other things, e-learning programmes and skills courses. All intended to ensure that you get off to a flying start on your future with us.

## Individual development plans

Everyone at LeasePlan has an individual development plan, created as an integral part of the annual employee development interview. Your development plan helps you set short- and long-term goals for your career and skills development. In an annual meeting with your manager, you create or review your development plan and map

your strong points and your development areas. Your plan will probably include a number of different activities depending on your goals and your preferred form of continued training. These activities could include job rotation, training, consultation, coaching, and external/internal courses.

## Talent and leadership development

Leadership is a high priority area at LeasePlan. We believe that leadership development is about you becoming more aware of others and yourself - intuitively as well as intellectually. It is about accepting your strengths and weaknesses, and about taking on-board concrete tools for those areas where you most need them. Our talent and leadership programmes raise your awareness of yourself and others and give you the necessary tools.

## Programme for new managers

If you choose to pursue a management career and become a Team Leader or Branch Manager, our programme (People Managers Programme) will expedite the transition from specialist to manager. The purpose is to equip you to acknowledge and understand how you can best handle your task as a manager of employees at LeasePlan. You will be working with personal leadership and related subjects.

## Global talent programmes

The purpose with the global talent programmes (Talent Development Programme) is to drive the development of our talents and project managers. The programmes help to map your strengths and needs, and ease the transition to the next leadership challenge.

As well as our global talent programme, we have a range of local talent and leadership programmes, specially developed to satisfy the particular needs of LeasePlan Denmark.

## Sounds exciting?

Keep an eye at our [job page](#) for vacancies. You are also very welcome to send us an unsolicited application at [job@leaseplan.dk](mailto:job@leaseplan.dk).

Do you have further questions please contact our HR-manager at +45 3673 8300.

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