

## EGP Performance Management



As part of the European Graduate Programme (EGP) training, graduates placed across Europe come together to attend a training module on optimum performance management. The Team of trainers consisted of two HR directors as well as the European Vice President

Especially in difficult times, we tend to respond to rising demands in the workplace by putting in longer hours, which inevitably takes a physical, mental and emotional toll. Whilst most personal development work is based on building skills and capabilities, little attention is spent on ensuring that we, as individuals, are able to consistently deliver peak performance. The EGP training module aimed to refocus on this critical issue – personal performance.

The training module challenged both trainers,

“it was energising working with the graduate groups – their thought-provoking questions kept me as the trainer on my toes and demonstrated their real commitment to their personal and professional development. I have already had some feedback about the difference the training has made to performance back at work which is really encouraging”

and graduates alike.

“the training was revolutionary and has completely changed my life. I learnt how to deal with stress, be more confident and get the most out of life. We were basically taught the skills to have a happier and more fulfilled life as well as be more productive in our jobs. It really has made such a difference! The circuit training in the early hours of the morning really tested us physically, but we all managed to do it...”

“I turned back home fully energized. I find myself telling about the training to other people all the time. The beneficial effects of this training are exponential, doing good to Sony employees and also their environment.”

Roy White, VP Human Resources concluding "it was really enjoyable to work with the graduates, I appreciated their openness to the ideas that we were discussing with them as well as their engagement and willingness to debate. Apart from the fact that they need to work on their fitness a bit I think that they seemed to enjoy the workshop and I hope that they will start to implement their rituals and show a good example in their respective companies"

For more info on how Sony invests into performance management for graduates of the EGP, check out our new website from November 2009!