



Performance Development

June 2017

When you join the world of LOMGroup, you take a step towards a bright career in one of the most successful companies.

We are aware that developing the skills of our staff is an essential part of keeping LOMGroup in its prestigious position in the world market. We give priority to train future administrators and leaders who will enable us to surpass other companies by keeping in step with the changing world. Our training programs have been planned to realise the development of our staff and the company in the best way possible. Special training planned for you, will support your technical and personal skills and will also enable you to work with the 'know-how' of the world of LOMGroup in the continuous learning process. We provide you with a chance to take steps in your career from the day you start work.

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Training in LOMGroup

When you become a member of the LOMGroup family; you obtain accurate information about;

- LOMGroup in the world and Turkey, with **Information Programs**
- All individual skills needed for your job and position with Individual **Development Training**
- The right appointments while you are just beginning your career with, **Administrative Training**
- All kinds of technical and commercial knowledge with **Commercial and, Technical Training**

Individual Development, Administration, Technical and Commercial Training are chosen from subtitles in our wide range training catalogue and are shaped and applied according to your needs and wishes. Our objective is for you to have an accumulation of knowledge, which will enable you to adapt to the needs of the era and changing technology as an individual and professional. We encourage and enable your development to increase your productivity and performance and give you real job satisfaction.

By analysing the requirements of your job and your qualifications, we define and implement training programmes that will earn you the competence needed for your position, your professional development, and your career plan.

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LOMGroup Management Learning

Leading the way, in a leading company

Because LOMGroup is one of the world's leading companies, we are constantly striving to ensure that our managers have the knowledge, skills, and spirit needed to keep us ahead.

Our goal is to prepare people for their continuing professional careers. In pursuing such a goal, we are investing in the future of our company and its employees. Other companies are also increasingly taking advantage of our expertise in vocational training and our programmes for ongoing education. To ensure effective training, it's particularly important not to lose sight of the realities of the business world and to keep a balance between the theoretical and the practical.

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Management Learning Programs

The rapid evolution in new markets, technologies, and customer requirements place high demands on an employee's ability and willingness to learn, particularly if he or she has a managerial position. As part of our effort to keep our managers up to date we have launched our own unique "Management Learning Program." This programme applies a comprehensive approach to maximise entrepreneurial spirit, and results and performance-orientation and enhance team player qualities such as co-operation and the free exchange of information.

The structure and content of management training at LOMGroup was adapted to accommodate changing needs. The company created two new Management Learning Programmes in which managers around the world participate every year.

The Management Learning Program's main goals, teamwork and global networking within LOMGroup, are designed to reinforce our pro-customer orientation and maximise knowledge sharing throughout the company.

The program features new learning principles within the framework of project work, intranet-based networking and the enhancement of personal initiative to acquire know-how. These are part of our basic platform of knowledge and experience that lead to a more individual and innovative way of finding new solutions for customer requirements. And it keeps us ahead of the competition.

Computer courses

With computer courses organised in our company, and the support provided by professional training companies, you will have all the necessary computing skills and knowledge at your fingertips.

Language Courses

If you need a second language for your job or if you want to improve your foreign language, you can benefit from language courses organised in our company. About 1500 participants are benefiting from seminars and 1000 others are benefiting from computer and language courses held in our company every year.