

Your Learning Expedition

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INTRODUCTION

As we come together as explorers at Syensqo, it's an opportunity to reflect on where we are now and where we want to go in the future — including our personal development and career advancement. Continuous personal development is essential throughout your career, to stay competitive, adaptable, and fulfilled. Engaging in personal development allows explorers to acquire new skills, knowledge, and experiences that can enhance their performance in their current roles and prepare them for future opportunities. We encourage you to view learning and development as a journey filled with discovery and opportunities to navigate new challenges.

If you are new to Syensqo's Wiki space, you may need to link your Google Drive in order to see embedded documents.

Follow the instructions [here](#).

Our development Philosophy

Our development philosophy is a set of guiding principles that shapes how we approach skill-building, performance culture, and accelerated development. Throughout the following wiki pages you'll discover an abundance of helpful development resources.

For Explorers

- I drive my development and career, with the strong support of my manager.
- I learn the most through my daily work and maintain a continuous learning mindset.
- I seek projects and roles to accelerate my development and build capabilities for the future.

For Managers

- I encourage my team to spend time developing themselves and support time 'away' from day-to-day activities to create the habit of learning.
- I specifically support skill building during my recurring check-in discussions — occurring at least once per quarter.
- I am responsible for ensuring my team has development opportunities.

In addition, Syensqo Academies are designed to offer customized development solutions for target audiences. Our academies are aligned with business goals, leverage development plans focused on building critical skills, include diverse ways of learning and are committed to simplification.

- [Star Factory Academy](#)
- [Sales Academy](#)
- [Innovation Academy](#)
- [Procurement Academy](#)
- [Supply Chain Academy \(coming soon!\)](#)
- [GBS Academy \(coming soon!\)](#)

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OUR LEARNING MODEL

The research is clear about how we develop successfully: we benefit most from on-the-job training, then learning from others, and sometimes formal training.

<p>Your development plan is unique to you</p> <ul style="list-style-type: none">• Explorers prioritize developing their technical and behavioral skills while maintaining a continuous learning mindset	<p>70% through experience, challenges and assignments (on-the-job)</p>	<p>20% through exposure to developmental relationships (mentoring and coaching)</p>	<p>10% through formal learning (coursework and training)</p>
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<ul style="list-style-type: none"> Managers directly support skill building during the recurring check-in discussions 	<ul style="list-style-type: none"> Applying what you've learned in a group setting. Putting new techniques or approaches into practice with your team. Stretch assignments inside or outside your current role. Problem-solving and innovation in challenging tasks. 	<ul style="list-style-type: none"> Coaching at Syensqo Feedback from Manager or colleagues Subject matter experts Communities Mentoring (both as a mentor and a mentee) Formal and informal coaching 	<ul style="list-style-type: none"> Functional Skills Training Books and articles Presentations Podcasts, TEDTalks Webinars
	Integration of Learning	Learning Momentum	Learning Event

Learn how should you create a meaningful development plan:

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