# Sales Academy

## WELCOME TO THE SALES ACADEMY!

**We invite you to explore our recommended learning paths, customized to each role, by clicking on the corresponding image.**

Executive KAM

Commercial Manager / Head of Sales

Sales Development Manager

Strategic / Global Key Account Manager

Inside Sales

Key Account Manager

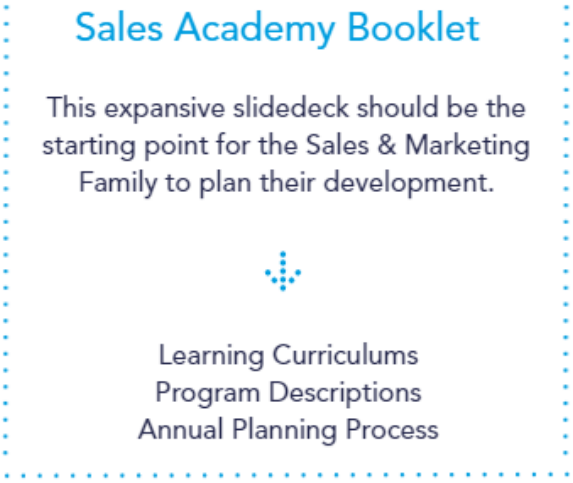
Account Manager

Distribution Account Manager

## ET TO KNOW THE SALES ACADEMY!

group's commercial offensive is driving forward and the intention of the Sales Academy is to help our sales teams strengthen their skills, becoming er "hunters"!

e are a variety of resources for employees and managers to explore to gain a better understanding of the initiatives, including the programs, launch lines, and recommended learning curriculums.



SALES ACADEMY BOOKLET

ANNUAL PLANNING CALENDAR 2024

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## ′ DEVELOPMENT WORKFLOW

loyees are expected to take a proactive approach to their overview development, collaborating with their manager to build a realistic but challenging lopment plan including focus on both their technical and behavioral skills.

is a helpful guide of the development workflow to better understand your role in the Sales Academy...

loyee reviews the available programs, specifically their mandatory Learning Curriculum and collaborates with their manager to build their short and term Learning plan (over 12-24 months) which includes a focus on both technical and behavioral skills.
their managers approval, employee enrolls in classes via **YOUGrow**, Employee is accountable for following academy policies and managing their ing plan accordingly.
ses cannot be dropped 30 days prior to the start date. See **Training Cancelation Policy**.
Employee is responsible for completing required prerequisites and course pre-work.
agers consistently follow-up with their employee to ensure their development plan is on track. They are commited to limitng distractions, allowing their loyees the required time to dedicate to training.
agers review their employee's upcoming program descriptions and completes the 'Expectations of Line Manager' action

loyees are unable to withdraw from any Sales Academy class within thirty (30) days of the class start date, with no exceptions. All cancellations within ime frame and/or 'No Show' participants will be charged a cancellation fee. The only exception will be in extreme circumstances of a personal rgency. Read the **Global Training Cancellation Policy.**

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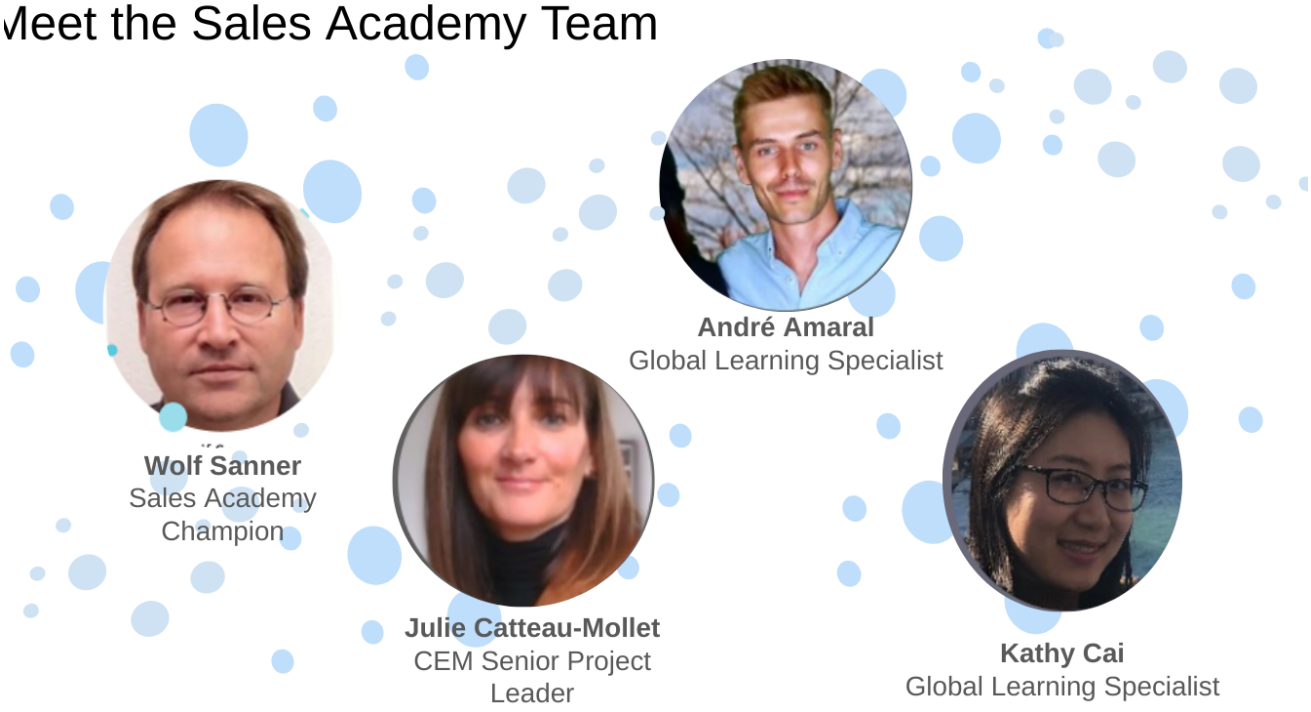
## ꓱET THE SALES ACADEMY TEAM




- **Wolf Sanner - *Head of Customer Engagement,*** please contact for overall program strategy.
- **Julie Catteau-Mollet - *CEM Senior Project Leader,*** please contact for Sales and Marketing learning curriculum and training questions.
- **André Amaral - Global Learning Specialist**, please contact for Sales Academy training programs coordination related questions.
- **Kathy Cai - Global Learning Specialist**, please contact for Sales Academy training programs coordination related questions.

ʏOUGrow technical support, please contact the **Service Center.**

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## Q: THE QUESTIONS YOU HAVE BEEN ASKING

**ıt if there are no available classes?**

mportant for employees to submit 'Learning Requests' via YOUGrow to all open enrollment Sales Academy classes where there are no available ses or you can't find a class which works for you. This helps track the class demand and allows the Sales Academy to coordinate with the internal tators to promptly schedule additional classes. If needed, contact the YOUGrow Course Owner for additional information.

**ıt if I need to cancel my registration for a class?**

loyees are unable to withdraw from any Sales Academy class within thirty (30) days of the class start date, with no exceptions. All cancellations within imeframe and/or 'No Show' participants will be charged a cancellation fee. The only exception will be in extreme circumstances of a personal rgency. (per Solvay's **Global Training Cancellation Policy)**.

**ıt if I can only attend a portion of the scheduled class?**

lasses must be completed in their entirety with no exceptions. If you are unable to attend 100% of the modules do not enroll in the class or promptly ɔ' the class. Joining late and/or missing portions is unacceptable and disruptive to other participants.

**manager, should I be budgeting for training? Will I be invoiced for my team's training?**

managers do not need to budget for training. All Sales Academy program costs are managed under a central budget, with agreement of the GBU idents. During the Annual Planning Process, the 'Demand Planning' step is critical to determine the correct budget needed to ensure there are enough s available for each employee who has these specific programs on their individual development plan.

last updated: 13 Dec 2023