



Suez Cement grows leaders for tomorrow



Cairo, June 9 2008. A competitive working environment with professional and highly skilled employees is a vital ingredient of Suez Cement's success.

Suez Cement's approach to human resources management is geared to facilitate both individual and organizational development and, in the meantime, develop a world class entrepreneurial culture by supporting the local talent management.

In this context, one of the main successful training programs promoted by the Company is the "Tomorrow's leaders" program.

The program seeks to build a new generation of high-skilled managers from among university-graduate employees in their early thirties and who will be able to become the Company's leaders of the future. Through the successful implementation of "Tomorrow's Leaders" program, participating employees will enrich their capacities to develop competencies and leadership and prepare for higher positions.

This year the training, with duration of 18 months, is addressed to 22 employees who are currently working for different Company's departments and coming from different backgrounds. It is intended to enhance the capacity to better perform through a better understanding of the Company's strategy, objectives and organization, a broader knowledge of the functional areas of management and an increased ability to work in teams.

"This training is innovative for the Egyptian industry and it helps us to develop and broaden our potential through a right mix of class, visits and team exercises. It is a clear, attractive and non-technical training implemented by Suez Cement managers and some external consultants. I really enjoyed from the last session on the stress management and I could feel that in a practical and innovative way the Company is taking care of our professional growth." stated Mr. Hady Malek, senior internal auditor of Suez Cement and one of the 22 beneficiaries of the Tomorrow's Leaders program.

In 2007, training and development options provided by Suez Cement to all its employees have been increased. These staff members have completed a total of 234,060 training hours (34,077 hours internally within Suez Cement and 199,983 hours externally). Among those training programs, there were safety orientation sessions, training on “Zero Accidents” approach, customized Suez Cement’s Junior Engineers Training (JET), New Graduates (ENG) in addition to enhancing the concept of creating a second line of trainers through our “Train the Trainers and Mentors” program. This program certified a total of 53 Suez Cement trainers in the areas of safety, training, legal, and technical.