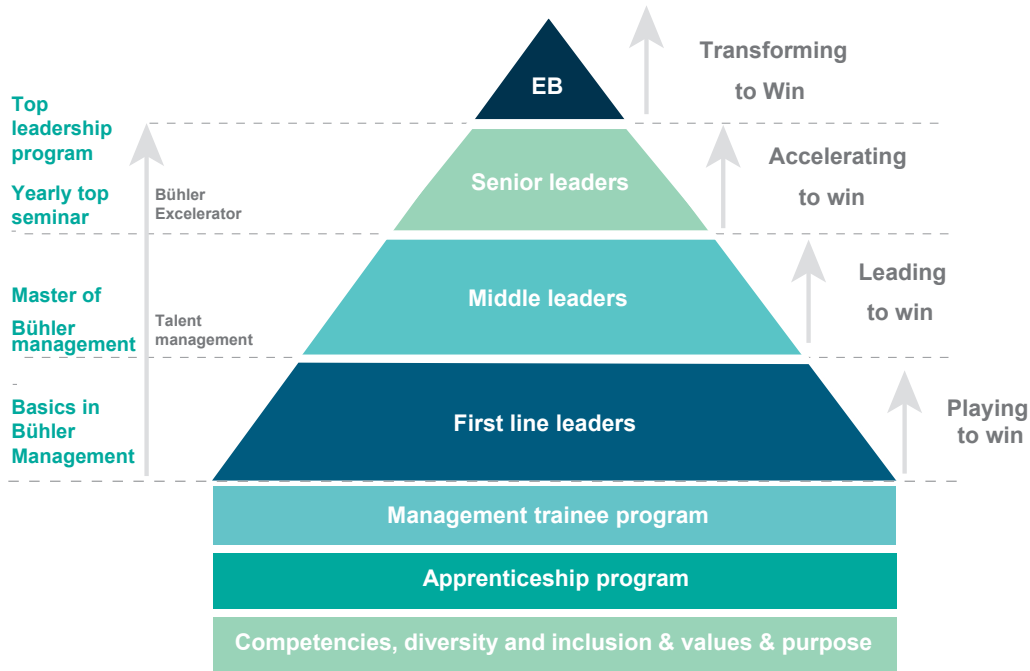


# Talent development.



Bühler recognizes education as a key enabler for building the leaders of tomorrow. Therefore the company has built several leadership programmes suitable to different levels of experience and seniority. Our programmes are highlighted below:



## Basics in Bühler Management (BBM)

The BBM is a local, modular leadership program that focuses on the basics in leadership to empower our line man-agers in their leadership role.

### Training Objectives

- Strengthening skills in leadership and selfmanagement
- Cross-functional experience sharing and networking among leaders
- Strong, practical orientation to enable business transfer

## Master of Bühler Management (MBM)

The MBM is targeted at middle managers, and aims to develop leadership skills and prepare for the leaders of to-morrow and is held globally.

### Training Objectives

- Develop leadership skills and prepare participants for the leadership of tomorrow
- Support participants in moving from short-term operational thinking to longer-term strategic thinking
- Provide a learning environment to foster creativity and innovation
- Enable participants to embrace an entrepreneurial mind-set
- Foster a network of peers and support cross cultural/functional knowledge and business activity

## Bühler Exceleerator

The objective of the Bühler Exceleerator is to build a pipeline of future leaders on senior levels and strengthen our leadership bench over the next few years.

### Training Objectives

- Modified version of former Bühler Lead
- Each year about 20 candidates (by nomination only)
- 5 cohorts in 2021
- 4 participants per session
- CEO/EB/BA Members/ Regional Managers as assessors
- Outcome: individual development plan (IDP)