We strengthen *management capacity.*

In-house management training tailored to your company. Every programme is tied directly to business results; lecturing is kept short, and time goes to numbers, cases and decisions.

WHO FOR
A management team or level

DURATION
2 days; can be split into 1 day or 4 half days

AGENDA
The programme content is adapted to your company

HOW
A workshop that works with numbers and decides as a team

SEVEN PROGRAMMES

FINANCE AND DECISIONS

01 Finance for Non-Financial Managers
Linking financial statements and key indicators to management decisions.

02 Financial Decision-Making for Executives
Assessing profitability, cash, cost and investment decisions together.

COMMERCIAL PERFORMANCE AND SUPPLY

04 Pricing, Margin and Commercial Performance in Sales
Managing price, margin and sales performance in one commercial equation.

05 Purchasing, Inventory and Planning
Handling inventory, purchasing and planning decisions end to end.

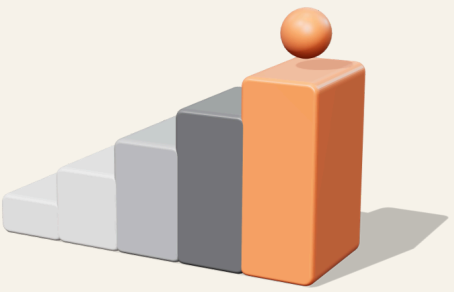
PERFORMANCE AND ORGANIZATION

03 KPI Design and Performance Management
Building the objective, tracking and performance system on the right KPIs.

06 Delegation, Authority and Decision Mechanisms in Management
Moving authority to the right level and speeding up decisions.

07 Performance Systems, Organization and Competency Management
Designing organization, competency and performance mechanisms together.

> *The trainers are HCBC partners who have made these decisions in their own seats.*



Let us build a programme *for your company together.*

Topics, examples and duration are adapted to your team. Details: hcbc.com.tr/en/egitim-mentorluk

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Bringing experience *to management.*

Neither training nor coaching: the executive brings the agenda, the mentor openly shares the experience of someone who has made those decisions, and the decision stays with the executive.

WHO FOR	DURATION	AGENDA	MENTOR
One executive, one to one	6 months	The executive brings the agenda	An HCBC partner who has made these decisions

FIVE PROGRAMMES

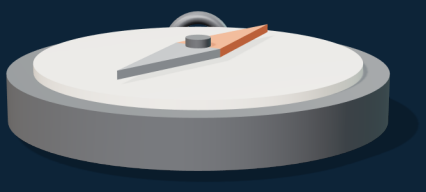
01	CEO & Senior Management Mentoring	Strategy, decisions and leadership
02	Finance & CFO Mentoring	Financial management and business control
03	Sales & Commercial Management Mentoring	Price, margin and commercial performance
04	People & Organization Leadership Mentoring	Organization and leadership capacity
05	Transformation & Performance Mentoring	Change and results-driven implementation

FLOW

Introduction and agreement
Expectations, agenda and meeting pattern are written down together.

Six months, one to one
Regular meetings; the executive brings the agenda each time.

Closing
What has changed is assessed together.



Programme details: *hcbc.com.tr/en/egitim-mentorluk*

Flow, who it is for and key topics. Training and mentoring are adapted to your company.

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