

PAYBACK Development tools



MANAGERIAL TRAININGS

- Dedicated to people currently managing a team
- Program determined annually, in response to current managerial challenges

FEEDBACK

- Collected in the form of a 360-degree evaluation questionnaire, finalized with a written report or a dedicated formula agreed with the employee

COACHING

- Development of managerial competencies or support for achieving business goals

MENTORING

- A relationship between two people in which a more professionally experienced person (Mentor) helps a less experienced person (Mentee) to achieve his/her goals

LINKEDIN LEARNING

- An online educational platform that provides access to more than 16,000 courses (available to people with an Amex account)

CONFERENCES

- A form of inspiration or gaining business contacts to complete employee tasks

PAYBACK ACADEMY

- A mandatory training program dedicated to all new employees to build a common understanding of the PAYBACK Program

DEPARTMENT TRAINING

- Based on the needs reported by the Department Director/Business Unit Manager, according to the current or future needs of PAYBACK and the department

TRAINING FRIDAYS

- Internal and external trainings, focused on overall development, available to all employees regardless of form of employment & seniority

INDIVIDUAL TRAINING

- Development of professional competencies, required by the nature of the tasks assigned, or soft competencies, the gaining of which is not possible in the course of internal activities

LANGUAGE TRAINING

- Individual or group classes in English and Polish, conducted by Polish teachers or Native Speakers

JOB SHADOWING

- Catching perspective, opportunity to explore other areas
- Rules will be agreed this year