

# Human Resource



*Participants at one of our leadership development programmes.*

## Preparing leaders for future challenges.

ST Engineering places great importance on people excellence because it is critical to the Group's success. Over the years, a wide suite of programmes has been put in place to help every employee realise his or her fullest potential.

The Group has identified eight leadership competencies that are essential for its employees to be effective in their current as well as future roles. Each of these competencies is mapped across four effectiveness levels to convey proficiency targets for the four management levels: junior, middle, senior and top management. The set of behavioural indicators for each level clearly illustrates the competency "in action". In addition, an online assessment tool, the Leadership Enhancement Portal (LEAP), allows employees to assess themselves on the eight competencies.

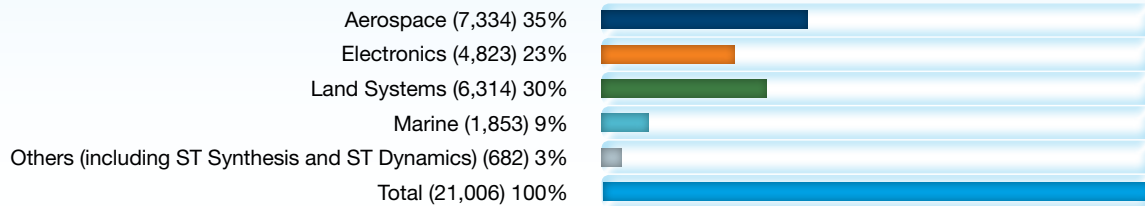
ST Engineering encourages employees to take ownership of their own personal and career development. In line with this, LEAP includes a learning resource guide to help employees draw up their Personal Development Action Plans based on preferred learning styles and individual needs.

The differing abilities and aspirations of employees are taken into account when assigning tasks and responsibilities, as well as in their development plans. As the Group expands in an increasingly competitive business environment, it faces various challenges. Assigning the right challenges to the right people is another deliberate strategy to bring out the best in employees while serving the best interests of the business.

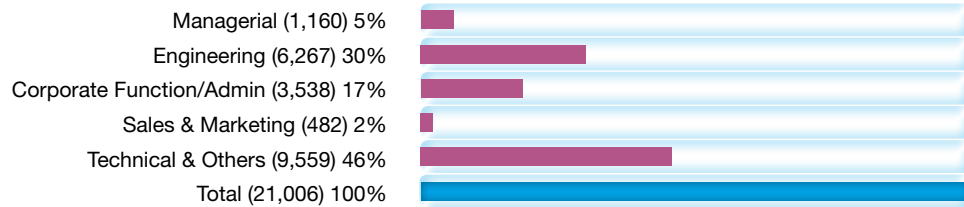
As ST Engineering continues to enlarge its global footprint, building a pool of global managers who are effective across cultures is a priority. With this in mind, the Group exposes employees to other cultures through overseas postings and projects. Executive programmes conducted by renowned universities abroad are added opportunities, not only to learn executive skills, but also to network and gain the insights and experiences necessary for leading culturally diverse teams.

## HUMAN RESOURCE STATISTICS AS AT 31 DECEMBER 2009

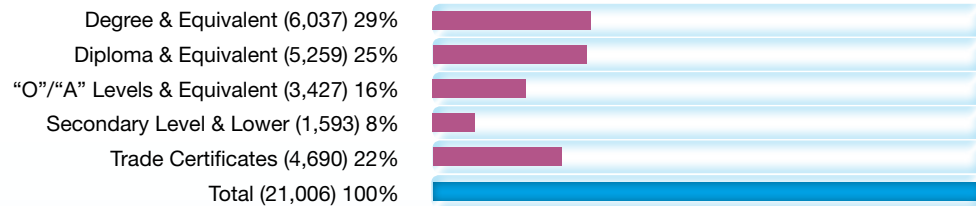
### SECTOR



### JOB GROUP



### EDUCATIONAL QUALIFICATION



### NATIONALITY

