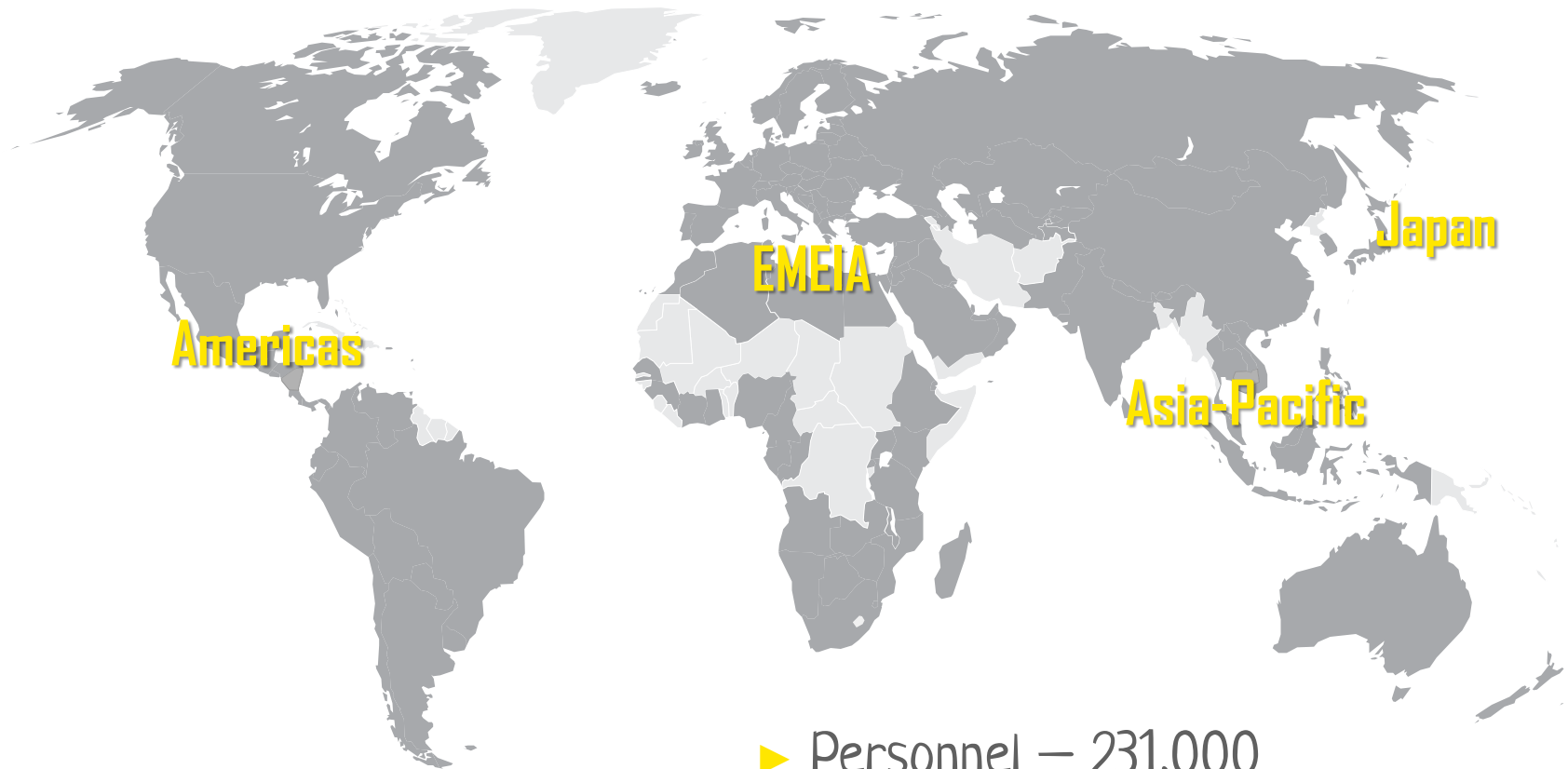


Employees development

12 May 2017

Our organization



▶ GR > \$29.6 billion (30 June 2016)

- ▶ Personnel – 231,000
- ▶ Locations – 728
- ▶ Countries – 150

EY Ukraine structure

Professional Services

- ▶ Assurance
- ▶ Advisory
- ▶ Tax & Law
- ▶ Transactions Advisory Services

Core Business Services

- ▶ Administration
- ▶ Finance
- ▶ In-House Legal
- ▶ IT
- ▶ Human Resources
- ▶ Brand, Marketing & Communication

Employer Brand 2016

Our most important achievements in 2016

- 1 **Employees engagement index – 84%**
(1% higher than in 2015)
- 2 **Strong employer brand in the market**
(#1 among professional services firms in all best employer surveys)



EYU – EY and You





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CPE / CE Admin

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Welcome Nataliia Krivtsova

EYU

My learning

Multi-source feedback

EYU stands for EY and You, and consists of:

- A planned curriculum to ensure that your formal **learning** helps you acquire
- A focus on the right **experiences**, for you to put your knowledge into practice
- An environment that encourages **coaching** - those meaningful conversations both informal (e.g. mentoring discussions) and formal (e.g. performance reviews)

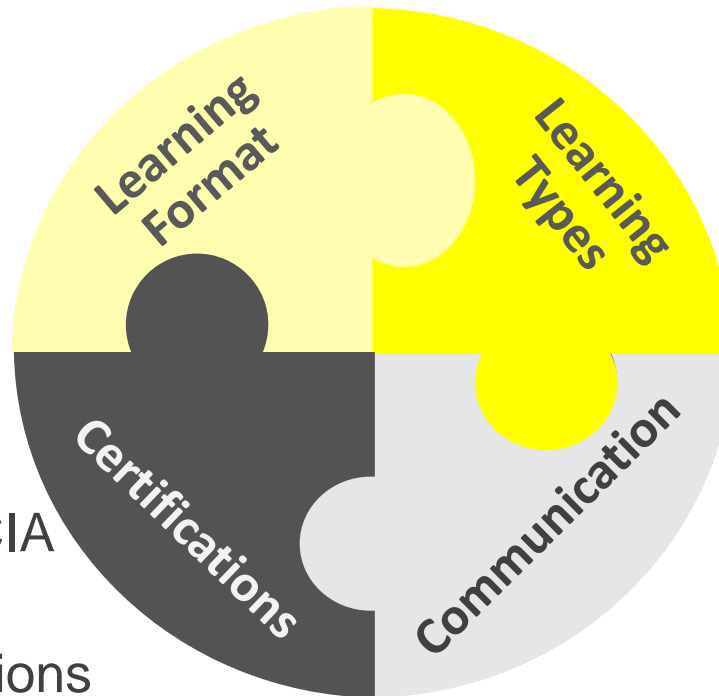
You can find out more about EYU by visiting the [EYU – Developing our people](#) page

EY Leads enables you to **view, search and manage your learning**, and new in your EY Leads homepage. This will present you with a **list of courses** which are available to further assist you in locating suitable sector learning. To learn more, see the [Reference Guide](#).

EYU – Learning

- ▶ Classroom
- ▶ WBL
- ▶ Webcasts

- ▶ ACCA, CPA, CIA
- ▶ CFA, ASA
- ▶ Local certifications
- ▶ PMP

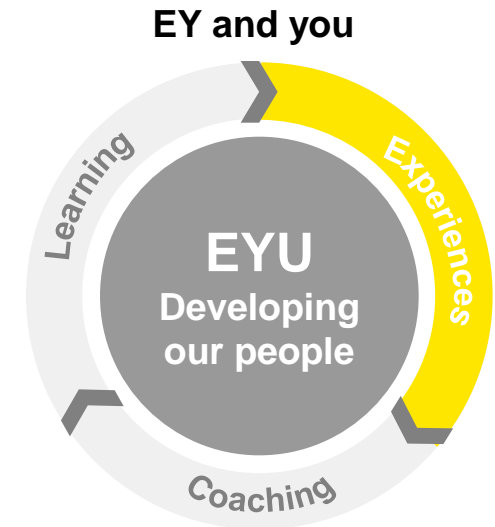


- ▶ Milestones
- ▶ Hard skills
- ▶ Soft Skills

- ▶ Monthly Training E-Digest
- ▶ Intranet
- ▶ Informational boards
- ▶ E-mail invitations

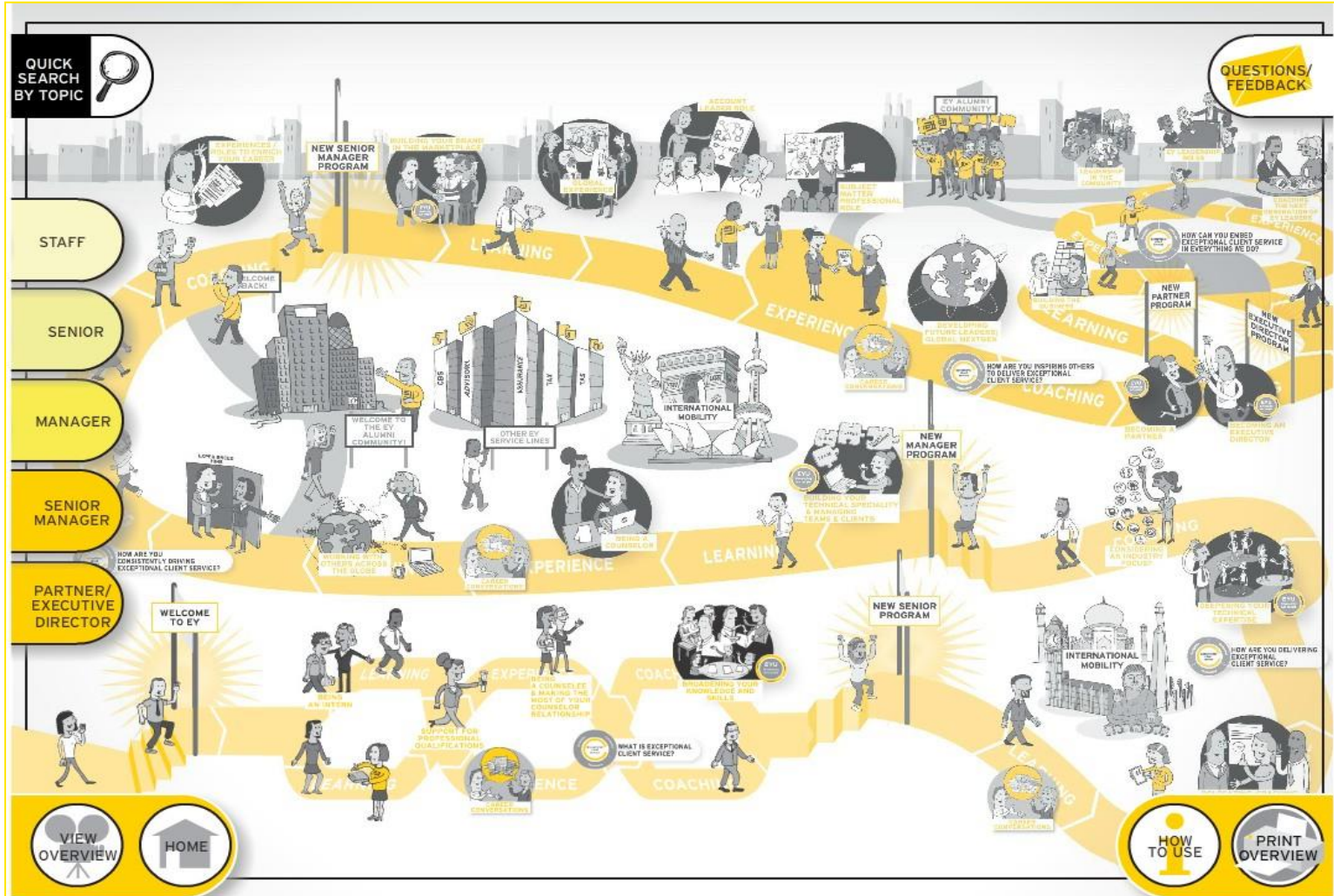
EYU – Experiences

- ▶ Variety of engagements
- ▶ Cross engagements – Service Lines
- ▶ Cross engagements - CIS offices
- ▶ Mobility

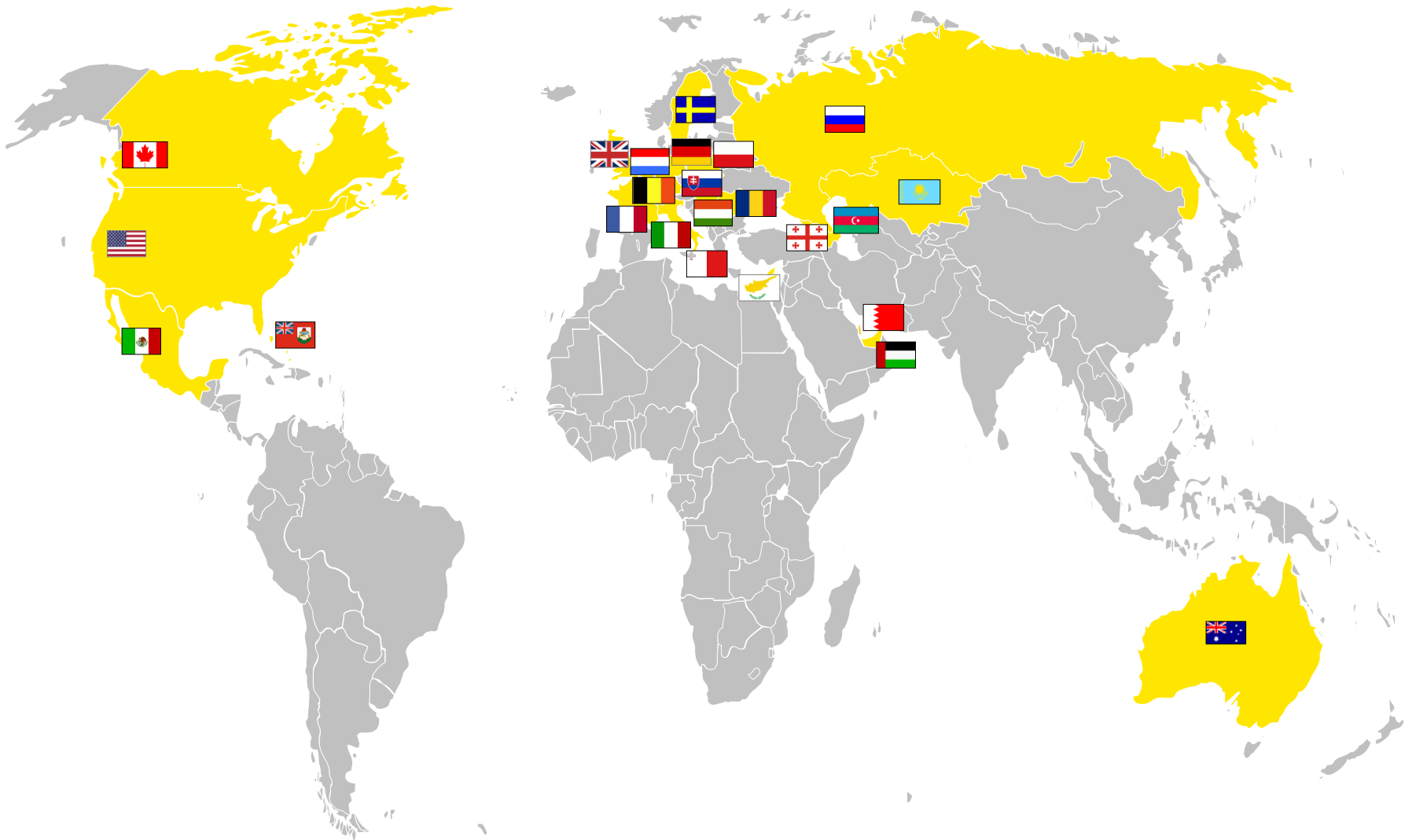


Global People Survey 2015			
Question	2015	2013	
I have valuable experiences at EY that help me grow and develop	91%	93%	
I work on challenging assignments that build my skills	88%	93%	
I feel the benefit of being part of a global organization	94%	86%	

Career with EY

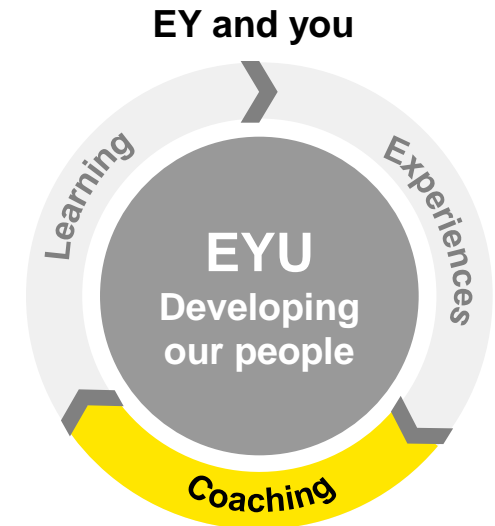


Mobility Programs: 135 people in 2015–2017



EYU – Coaching

- ▶ Meaningful conversations that bring together the learning and experiential elements of EYU
- ▶ Counseling institute
- ▶ On-the-job coaching



Global People Survey 2015			
Question	2015	2013	
I receive the on-the-job coaching I need to improve my performance	89%	84%	
I have meaningful conversations with my counselor regarding my career development	82%	70%	
My counselor provides the support I need to help me succeed	86%	n/a	

New Ways of Working (NWOW)



- ▶ Flexible working
- ▶ Workplace of the future
- ▶ Well-being
- ▶ Communities

Global People Survey 2015			
Question	2015	2013	
I have the flexibility I need to achieve my personal and professional goals	80%	66%	
My manager(s) enables flexibility in when and where people work	75%	71%	
My manager(s) genuinely cares about my well-being	57%	62%	
I trust the people on my team(s)	89%	n/a	

What can you do to enable more flexible environment?



- ✓ Communicate Effectively
 - ✓ Embrace Diversity
-



- ✓ Focus on Outputs
 - ✓ Work Intelligently
-



- ✓ Set Boundaries
 - ✓ Trust Your Team
-

Questions?