

# Grooming Tomorrow's Industry Leaders

The Industry professionals can now jump start their careers through the Global Manufacturing Leadership Programme (GMLP), launched by the Aditya Birla Group. The programme aims to identify, groom and develop mid-career technical/manufacturing professionals to take on challenging senior level positions in various manufacturing locations within the Group

**T**he \$40 billion turnover Aditya Birla Group has set an ambitious target of achieving \$65 billion turnover in the next two to three years. A large part of this growth is expected to come from the Manufacturing sector. Through GMLP industry professionals will get an opportunity to join its vast and diverse manufacturing businesses ranging from Pulp/Fibre/Textiles/Linen, Cement and Metals to Chemicals.

The candidates selected through GMLP undergo an intensive on-boarding, mentoring, transition and development programme before being provided leadership opportunities in line with their skills and experience. This programme is aimed at degree holding

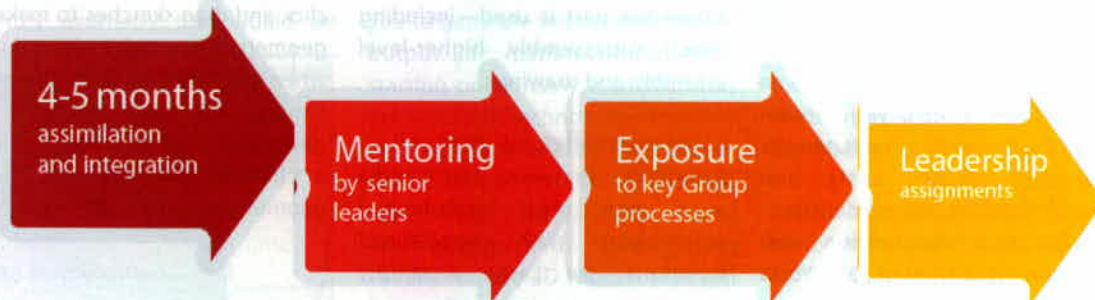
professionals in the manufacturing industry with 10 to 20 years of experience in various sectors. Participants at the programme can look forward to enhance their leadership and functional skills, gain exposure to key processes of manufacturing, research, product development, project management and operations, etc., through challenging assignments. Open to manufacturing professionals irrespective of their specialisation, GMLP will let selected candidates decide their career path in manufacturing.

The programme offers selected candidates various avenues to enhance their leadership and functional skills, get exposure to key Group processes and

opportunities to work in cross-functional areas besides their current area of expertise. At the culmination of the programme, successful candidates will join the league of leaders at the Aditya Birla Group in roles across geographies in more than 36 countries.

The pilot version of the programme rolled out previously took on-board several candidates who have now moved on to take up leadership roles in the Group. The participants of the regular programme can look forward to receiving interesting assignments across various Birla businesses around the globe through structured and well planned growth opportunities coupled with global exposure. 🚀

## Programme at a glance



Empowering talent with diverse skills to develop multi-sectoral expertise!



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### The selection process

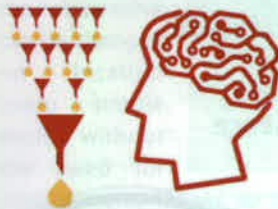


#### Interviews

HR interviews with shortlisted candidates  
Personal interview with Senior Manufacturing Leaders

### Psychometric & Behavioural Assessment

Complete application bank  
Complete online assessment module  
Undergo Assessment Centre



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### Final round of Interviews

Interview with Business Heads/Business Directors and Director Group  
Human Resources

### Pre-employment Checks

Reference Checks  
Antecedents Checks  
Medical Tests



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### Offer and Acceptance

Rollout of formal offer



**Industries:** Metals, Cement, Pulp & Fibre, Carbon Black, Chemicals, Mining, Fertilizers, Acrylic Fibre, Textiles, Insulators

**Stream:** Production, Chemical, Mechanical, Metallurgy, Civil, Mining, Textiles, Electrical & Instrumentation

### Roles for successful candidates

- Leading the entire operation of a small to medium size unit
- Leading a department in a large size unit
- Leading a function in a medium to large size unit
- Leading special projects in a large size manufacturing unit