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CAREER DEVELOPMENT: 4TH COMET CAREER ACCELERATOR PROGRAM AND GROWTH OPPORTUNITIES

Essilor is dedicated to supporting all employees in their ongoing growth and development by providing the right training, tools and programs to help them reach the next level in their career. Read on to find out how our COMET program is empowering employees in earlier stages of their careers.

At Essilor, we enable our employees to evolve their skills through many initiatives, and we are proud to have found ways of delivering these programs even in the face of a global health crisis.

A recent successful example is COMET, Essilor's talent accelerator program, which we managed to deliver through the use of digital team building tools, platforms and workshops. As per previous years, the program included a selection of

talents in the early stages of their careers who have been at Essilor for at least 2 years.

4th annual COMET: 27 talents from 12 nationalities and 14 functions

Now in its fourth year, this edition of COMET brought together a diverse group of 27 ambitious junior professionals from 12 nationalities across 14 functions. Over a period of 6 months, COMET candidates worked collectively in six teams with senior leaders at Essilor on key projects to address business urgent needs.



At the end of the program, the teams presented their findings and propositions during a two-day event held on February 18 and 19 to the program jury, which was presided over by Paul du Saillant, President and CEO of Essilor Group, and included members of the Management Business Committee as well as project and executive sponsors.

Our senior leaders play an important role in the success of COMET by coaching the participants during and after the program to help them develop valuable skills related to leadership and management. They also assist them in exploring opportunities for internal mobility in different roles, business units or regions of the Group.

In the past three years, COMET teams have worked on 16 projects, six of which have been implemented.

Building leadership for tomorrow through training and growth opportunities

In addition to COMET, several other training programs and opportunities exist to help employees grow and develop within Essilor at all stages of their professional journey, including: the Essilor U digital learning platform; the 'See Growth': program designed to bring in new external talent with critical competencies; the 'Advanced Management Program' to help our managers build capabilities; and the 'Transition from Management to Leadership' program to increase skills.

Read more about our career management:

<https://www.essilor.com/en/talents/working-and-growing-with-essilor/career-management/>

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INNOVATION

DIGITAL REVERSE MENTORING: CAPITALISING ON YOUNG TALENTS

Essilor has explored an intergenerational approach to sharing skills and knowledge pairing young talents and senior managers to support the Group's digital culture.

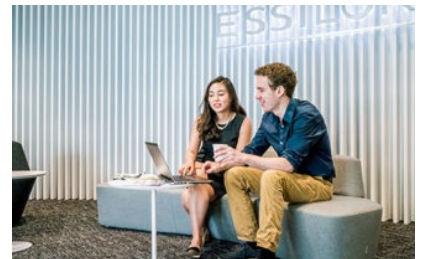


2018.02.01

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HOW ESSILOR DEVELOPS YOUNG TALENT

The Emerging Talent Program is one of the ways Essilor attracts, engages and develops young talent. Two recent graduates share their views on the experience of this business rotation program for their career evolution.



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