

## UNIQUEST AT A GLANCE

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- UniQuest has been designed to **identify and develop talented young professionals from all across the Group** who are likely to succeed in an **international, cross-cultural working environment** and who might be promoted to **managerial positions in their career with UniCredit Group**.



- **UniQuest participants profile**

- Young professionals: 3-6 years of professional experience
- Project management experience and/or first-liner managerial experience
- High command of English
- Max. 100 participants (ca. 50% from CEE & Poland's Markets, ca. 50% from Italy, Germany, Austria, other countries)
- Participants coming from all divisions and competency lines

# BUSINESS-DRIVEN PROJECTS AT THE CORE OF UNIQUEST



■ “The central theme of UniQuest is the **close link with our concrete business challenges** and this is what makes this project a true **journey into "innovation, learning and execution"** which is well worth our sincere support and commitment.”  
(A. Profumo)

- Projects sponsored by Division Heads
- Projects identified among key business issues
- UniQuest participants remain on their jobs during project phase, but dedicate ca. 25% of monthly work-time to UniQuest projects
- UniQuest participants collaborate in cross-cultural, cross-divisional project groups (virtual, remote project work + “physical” gatherings)

## SCAN – FOCUS – ACT: PUTTING PARTICIPANTS INTO DIFFERENT LEARNING PHASES



- **Discovery (3 months):** creation of project teams, start-up phase
- **Challenge (2 months):** follow up, *re-question* assumptions and early solutions, focus on what to achieve to turn projects into success stories
- **Delivery (2 months):** projects to be accomplished, presentation of results, reflection on learning experience
- **Development (3 months):** development assessments, individual development plans to be defined with divisional HR and direct managers, customized learning offers by UniManagement, the Group's learning center