

Agenda

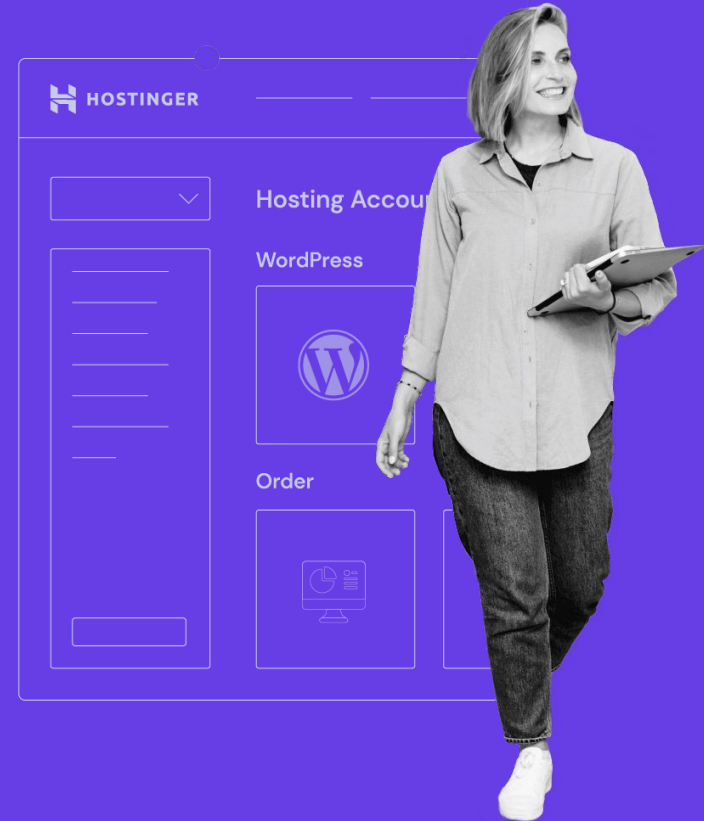
- 01** Who we are
- 02** About Manager's Academy
- 03** Lessons learned
- 04** Measuring success
- 05** Your questions



About Hostinger

Build world-class solutions for anyone to easily succeed online

- Hostinger is a strong and international brand. We serve customers from over 150 countries.
- Hostinger has leading positions in both developed and emerging markets. In 2022, the biggest markets were India, Brazil, Indonesia, the United States, and France.
- We achieved our stellar growth by expanding only organically. In 2022, Hostinger's sales revenue grew 64% year-over-year to €69.6 million.
- Hostinger is the #2 hosting brand in the world, based on Google Search Volume Index.
- Our team consists of around 900 curious and high-spirited professionals from about 45 countries.



Mission

To develop mindful leaders, keen to think – critically and openly.

Objectives

1. To foster Learn & Be Curious culture.
2. To understand what behaviours are expected of managers.
3. To build a company common foundation for managerial & leadership skills.
4. To strengthen cross functional managers' network.



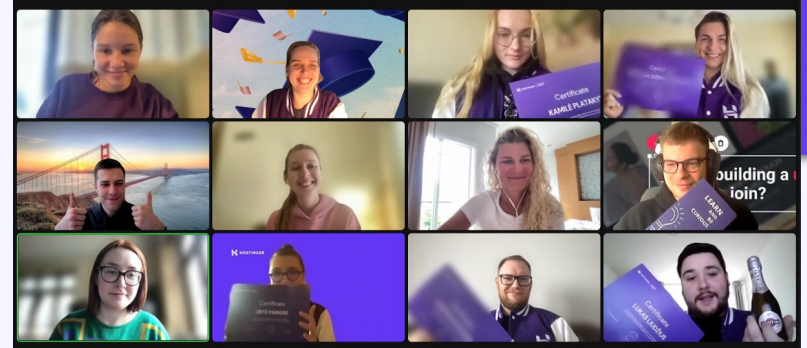
Target audience

All **Hostinger** employees:

- who have at least one direct report,
- their probation period has ended,
- have gone through leadership onboarding.

We started **MA** in **2021 February** and **more than 130** Hostinger employees have participated in it.

On October we launched **revamped MA** for all managers, who have not gone through MA before, as leadership fundamentals training.



Concept

- **5 workshops**, 3 hours each, every 2–3 weeks.
- **Pre-reads** for each module, 1–2 hours long – lay knowledge foundations through articles, videos, e-learning, etc.
- **Assessments** – 360° evaluation, DiSC, PrinciplesYou.
- Individual **homework tasks**, on the job learning: trying out methods & tools from the workshop.
- **Peer group meetings** between each module: What worked well? What was challenging?
- All sessions are delivered by **internal trainers** (Core members, managers of biggest teams & People team), content co-created by all facilitators.
- Total duration of the programme – **±3 months**.

Programme Overview

Module 1 Me as a Leader

- You as a leader
- Leadership expectations
- Authentic leadership

Module 2 Setting direction

- Providing context and purpose
- Decision-making & critical thinking
- Goal setting

Module 3 Building teams

- Building high performing teams
- Psychological safety & trust
- Cross-team collaboration & communication

Module 4 Productivity

- Focused leader & self-effectiveness
- Stakeholder management
- Delegation

Module 5 Growth

- Meaningful conversations: feedback & coaching
- Overcoming bias

360

Participation confirmed

- Complete pre-work for Module 1

- Practice Module 1 at work
- Meet with your peer group to reflect on progress
- Fill in self and peer group reflection journal
- Complete pre-work for Module 2

- Practice Module 2 at work
- Meet with your peer group to reflect on progress
- Fill in self and peer group reflection journal
- Complete pre-work for Module 3

- Practice Module 2 at work
- Meet with your peer group to reflect on progress
- Fill in self and peer group reflection journal
- Complete pre-work for Module 3

- Practice Module 2 at work
- Meet with your peer group to reflect on progress
- Fill in self and peer group reflection journal
- Complete pre-work for Module 3

- Practice Module 5 at work
- Regularly meet with your peer group to reflect on progress

Lessons learned

- Involving facilitators in content creation, building internal trainer community.
- Giving enough time to do pre-reads, defining time needed, moving module content to pre-work (to save time during sessions).
- Reducing the amount of assessments, embedding them in all modules.
- Best sound / video quality for participants live & online.
- Variety of activities to keep focus on the training – group discussions, break-out rooms, simulations, individ, reflections.

Building Module 3

Building Module 3

TRAINING	CLIMA	TOPIC	Details	DATE
09:30 - 09:45	15	Agenda		
09:45 - 10:30	45	Last Module recap Module introduction		
10:30 - 10:45	15	Break		
10:45 - 11:45	60			
11:45 - 12:15	30			
12:15 - 12:30	15	Summary Preparation for Module 4 Homework & Peer group Assignment Day Takeaways		

Pre-work ideas for Module 3

Main topic	Additional read	After training
1. Introduction to the course	1. Additional reading materials	1. The course objectives
2. Learning objectives	2. Additional reading materials	2. The course objectives
3. Learning objectives	3. Additional reading materials	3. The course objectives
4. Learning objectives	4. Additional reading materials	4. The course objectives
5. Learning objectives	5. Additional reading materials	5. The course objectives
6. Learning objectives	6. Additional reading materials	6. The course objectives
7. Learning objectives	7. Additional reading materials	7. The course objectives
8. Learning objectives	8. Additional reading materials	8. The course objectives
9. Learning objectives	9. Additional reading materials	9. The course objectives
10. Learning objectives	10. Additional reading materials	10. The course objectives

Homework:
Define how your dream team works.
Think of skills/competencies your team should have.
What are the obstacles at the moment?
Build action plan to show your team towards the vision.

Measuring success

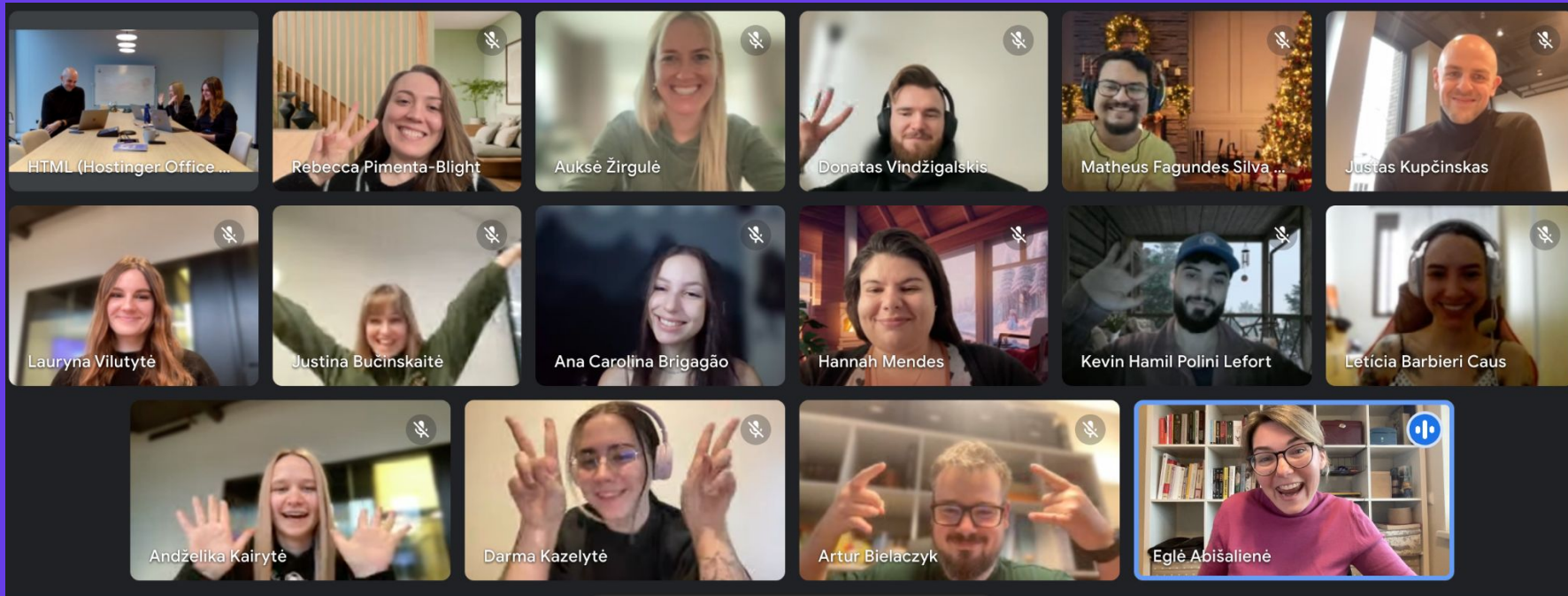
- 360° evaluation prior to Module 1, leadership development action plan.
- Questions based on Project Oxygen.
- Google forms for 1st iteration, HiBob for second.
- Another evaluation after 6 months.

Future:

- More data points after the full implementation of Peak Performance Pulse – self-reflections, performance review, employee survey.



Questions?



Thank You!