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Human Resources Portugal 2013 Awards recognise Sonae policies

SONAE CHOSEN THE BEST COMPANY IN PORTUGAL FOR MANAGING AND PROMOTING TALENT



Sonae has been selected as "The company that best manages and promotes the development of its talents" in the 3rd edition of the Human Resources Magazine Portugal 2013 Awards. This recognition results from Sonae's active policies in identifying and promoting employees with high potential, which has allowed leaders to be bred who today occupy prominent places in the Portuguese and international business environment.

José Côrte-Real, the Sonae director with responsibility for Human Resources, said: “This award reinforces our confidence in the path we have been following in the development of our people and our leaders. We believe that the defence of a people-orientated strategy is the way that best facilitates the development and sustainability of our business. This is achieved, obviously, by investing in the best practices in the management and development of talent, such as training, evaluation, career management and recognition, but particularly by introducing this concern in the daily lives of our leaders.”

To fulfil the mission of sustained development of management and leadership skills, the Sonae Management & Leadership Academy was created, a school that comprises a segmented structure of contents and programmes focused on the development of the various organisational levels in this area- from more operational to strategic levels. Sonae Management & Leadership Academy has established partnerships with the best Portuguese and International Business Schools and, at the same time, has capitalised on the skills of its employees, making use of its best “tutors”, leaders with undeniable skills in the fields of leadership and coaching.

Sonae invests in an integrated vision with regard to the training and development of its executives. Apart from executive education, aiming to offer programmes based on alternative methodologies such as action learning, on-the-job experiences, coaching and mentoring, Sonae designs customised, challenging and innovative programmes, taking into account the needs for skill upgrading identified by and for each executive.

Sonae is a Retail company with two major partnerships in the areas of shopping centres (Sonae Sierra) and Software and Information, Media and Telecommunications Systems (Sonaecom). At the end of 2012, Sonae achieved a turnover of around 4.7 billion euros. The company's strategic objectives are the internationalisation and diversification of its investment style and the leveraging and strengthening of its core assets and competencies.
Find out more at www.sonae.pt.

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“At Sonae, there is what we call a Talent Mindset. Indeed, we believe that the existence of talent is critical to the development of our business, both today and in the future", José Côrte-Real says.

Chosen by the jury and elected by the public

The selection of Sonae as "The company that best manages and promotes the development of its talents" in Portugal followed a shortlisting process by a jury, followed by an online vote open to the general public.

In the 3rd edition of the Human Resources Magazine Portugal 2013 Awards, the choice of nominees in each category was jointly made by the panel of Advisers and the editorial team, which took into account studies published in the past two years on climate, satisfaction, reputation, leadership, sustainability and social responsibility, among others.

In a second phase, between 1 August and 18 October 2013, an online vote was held to choose the winners. In total, 14,000 votes were registered, which elected Sonae as "The company that best manages and promotes the development of its talents."