

ECP FINANCE Quarterly Learning Calendar

Time Frame	Induction/ JET PACK	3 months	6 months	9 months		15 months	18 months	24 months	
Technical	1)Excel 2)Powerpoint 3)Email Etiquette 4) Brand Central 5) MFG Pro		1) Advanced Excel		End of 12 Months : Best Practice Learning Sharing Session				Before Graduation : Best Practice Learning Sharing Session
Functional	Product Knowledge Conversion Training AD Finance Policy including US GAAP		Database Management			Business Acumen - 1	Business Acumen - 2		
Leadership			1)Presentation Skills 2)Effective Communication 3)Time Management			1)Collaborating With Others 2) Influencing Others 3) High Impact Feedback and Listening	1) Partnership for Improvement 2)Embracing Change 3) Valuing Differences 4) Conflict Management		

Bold ones are seen as urgent and important by ex ECPs