

БЪДЕЩЕ

ИНОВАТИВНОСТ

УСПЕШЕН СТАРТ

ПРОФЕСИОНАЛИЗЪМ

КАРИЕРА



**ОБЕДИНЕНИ
В УСПЕХА**





United Bulgarian Bank

Training and Development

Mrs. Staniela Dolapchieva - Manager “Training and Career Development” – HRD

Mission of UBB HR Department

To develop the human capital into a sustainable competitive advantage of UBB

EMPLOYEES

are

the most valuable resource of UBB



Regulations of UBB Training Process

UBB Training Policy

UBB Staff Career Development and
Training Rules

UBB Traineeship Procedure

Annual Training Program

- Annual Training Program is prepared annually by UBB HR Department in cooperation with the Business Unit Heads
- Developing Annual Training Program of UBB:
 - Strategic goals and business priorities of the Bank and Group
 - The outcome of the annual Performance Management process and specifically identified areas for improvement
 - Training and development needs per Business Unit
 - Training needs deriving from the local regulatory framework

Forms of Training Program

- The key training forms used in UBB are:
 - Classroom Training – UBB Training Center
 - e-Learning – e-Learning system of UBB
 - On the job training – Mentor

Training Statistics

**Number of employees participate of the
internal and external trainings
and e-Learning courses**

Y 2011

Y 2012

Y 2013

over 10 043

over 10 500

est. 12 000

Training Statistics

Number of training hours for internal and external in-class trainings

Y 2011

Y 2012

Y 2013

over 3 300

over 4 000

est. 5 000

Life Long Learning

All of us are supported in the process of continuous learning and performance improvement.

UBB provides a chance for the professional development for all of us by providing the necessary resources



***We do the right things in
a professional manner***