

# Talent Development Program

L'Oréal's Talent Development Program (TDP) offers diverse roles across Commercial, Marketing, Supply Chain / Operations and Finance. As you go through the program, you'll work on different products and markets, taking on all kinds of fascinating, high profile challenges. But one thing will never change - the work you do will be meaningful, and it'll be noticed.

Exactly where you finish the program depends on your skills, your strengths and the ever-changing needs of our dynamic business. When you're ready, you'll get a chance to go into an operational role. From there, there are no limits to how far you can go.



# Why TDP?

TDP is not an easy option. Expectations will be high, the pace can be intense and responsibility will be immediate. L'Oréal will give you real work, and you'll be expected to start delivering for the business almost straightaway.

You'll learn like never before. You'll be surrounded and supported by like-minded people who genuinely want you to succeed. Because L'Oréal knows that the boldest ambitions are best achieved together.

L'Oréal wants your development to be unique to you, so you'll be able to focus your progress on the challenges that best suit your future ambitions. You'll rapidly build up impressive experience and a wealth of new skills. And if, at any point, you come up with a better way of doing something, you'll find that their senior leaders are always ready to listen.

This is a great way you can start your journey with big brands, big budgets behind and last but not least big fun. And this is where you meet people with who you will hang on with forever.



# #Personally about TDP

When applying for TDP I really was hoping for such a development journey which would enable me to run my own projects, feel strong ownership and truly develop my leadership skills – and this is definitely what I have received.

I have a strong sense of responsibility and initiative as I am able to work on the real business cases. I am always supported in setting ambitious and challenging goals for myself, what really enables me to grow and boost my motivation for further development.

Moreover, throughout past few months I gained a lot of confidence as I can feel that I am acquiring new knowledge and skills every single day. I also owe a big thank you to my Team for the permanent support, trust and the most important key-message that I was taught so far at L'Oréal - sky is the limit!



***Nela NALESNIK***

Talent Development Program participant  
Marketing CPD

# #Personally about TDP

I've started my career in L'Oréal as an intern in Marketing. Along the years I was given a chance to complete many developing assignments in different functions: Category Management, Marketing for region of Western Europe and finally Sales. So, from intern role I've finally become a General Manager which is my current exciting challenge for the nearest future.

It has always been an ongoing adventure where each day was a learning for me. Sometimes tough, sometimes plenty of fun. (or both 😊)

The biggest value in L'Oréal I've found is its PEOPLE – the great leaders that give you an inspiration and also your peers, your Team members who become your friends and not just colleagues from work.

P.S. The best part is that I can still see infinite opportunities for GROWTH for myself for the future and possibilities to reinvent myself within the company.



**Adam NITECKI**  
General Manager Consumer Products Division