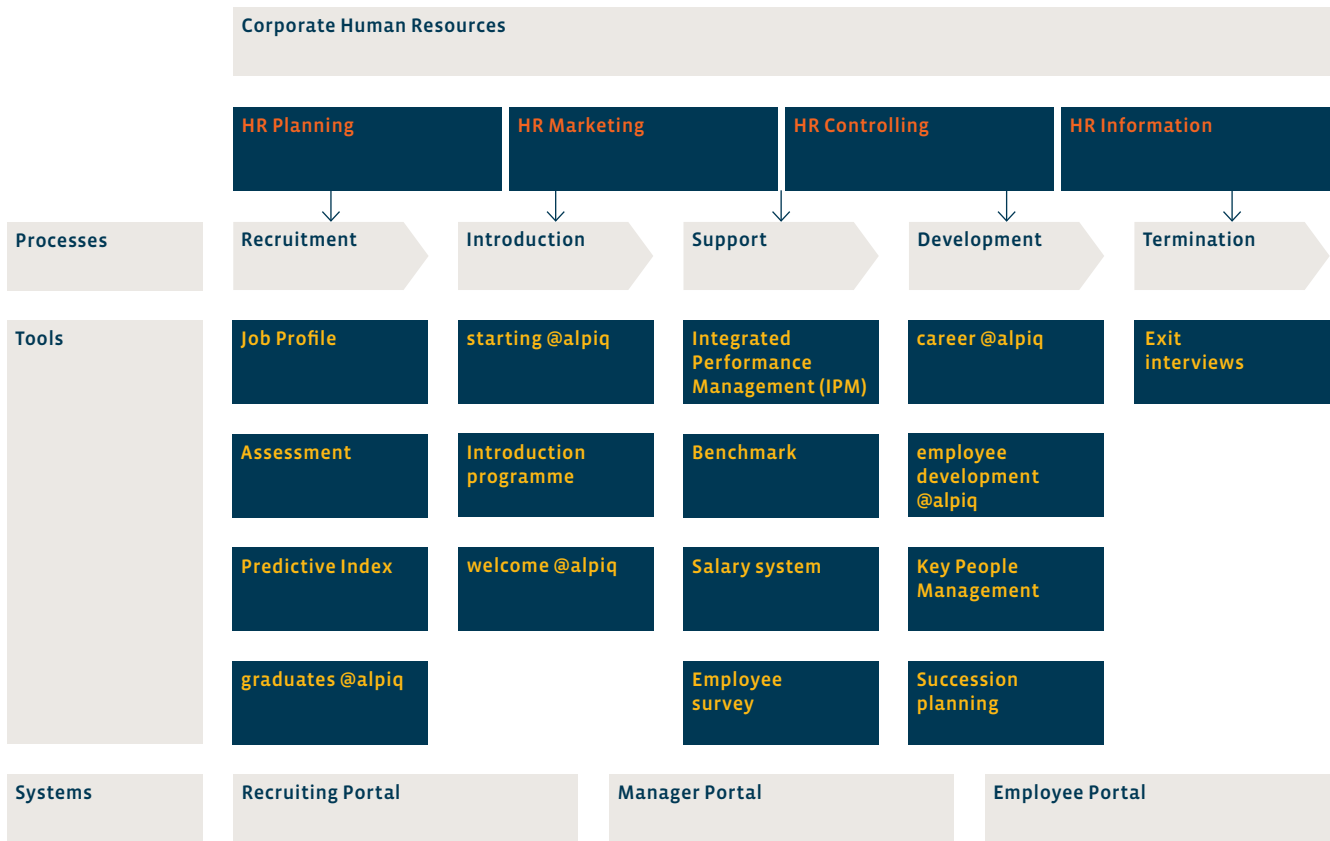


ALPIQ

Integrated
leadership model



Integrated leadership model



Integrated leadership model

The integrated leadership model is comprised of all management instruments utilised by Alpiq in conjunction with the processes of Recruitment, Introduction, Support, Development and Termination. Particular emphasis is placed on cross-linking. The job profile is at the heart of the leadership model. Requirements for the recruitment process (PI / Assessment), for instance, are derived

from the job profile; it also provides a basis for the subsequent assessment and development process (IPM). The development process path follows in-house management programmes leading to individual career and successor plans. Last but not least, the model is rounded off by market-oriented remuneration and supervision systems. Employees and superiors have electronic access to their personal documents at any time.