KISTLER
measure. analyze. innovate.

EDUCATIONAL ORGANIZATION POLICY

The Learning & Development (L&D) Policy defines the guiding principles and binding framework for all internal and external educational services of the Kistler Group. Learning & Development supports the long-term success of the organization by enabling employees, customers and partners to continuously develop the knowledge, skills and behaviors required to innovate, perform and adapt in a changing business environment. This policy establishes the framework for setting, reviewing and achieving educational objectives and forms the foundation of the Educational Organization Management System (EOMS).

Kistler L&D is committed to:

- Meeting all applicable legal, regulatory, contractual and organizational requirements.
- Continually improving the effectiveness of the Educational Organization Management System.
- Supporting the strategic objectives and sustainable success of the Kistler Group.
- Anticipating educational, scientific, technological and market developments to build future-critical capabilities.
- Understanding and addressing the needs and expectations of learners, customers, Business Units and other relevant interested parties.
- Designing learning experiences that enable effective application of knowledge and skills and contribute to business performance.
- Ensuring learning offerings are relevant, technically accurate, accessible, learner-centered and aligned with business requirements.
- Delivering educational services through qualified facilitators, trainers and subject matter experts who continuously develop their competencies.
- Promoting knowledge sharing, collaboration, curiosity, innovation and lifelong learning across the organization.
- Applying responsible, ethical and sustainable learning practices.
- Protecting intellectual property, knowledge assets and confidential information related to educational products and services.
- Evaluating learning effectiveness and using evidence-based insights to drive continual improvement.

RESPONSIBILITY



Learning is a shared responsibility between learners, managers, subject matter experts and L&D. Employees are expected to actively own their professional growth, leaders are expected to support capability development and knowledge transfer, and L&D provides the frameworks, expertise and learning opportunities required to achieve effective learning outcomes.

VISION



To create a global learning ecosystem that empowers people and customers to continuously grow, innovate and perform at their best.

MISSION



The mission of L&D is to provide high-quality learning offerings by competent trainers, that are practical, learner-centered, transfer-oriented and aligned with the needs of employees, customers, Business Units and markets.

EDUCATION



The educational mandate of L&D is to support competence development across the Kistler Group and its customer ecosystem through relevant products, applications, technical, process, sales, service and leadership-related learning offerings.

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