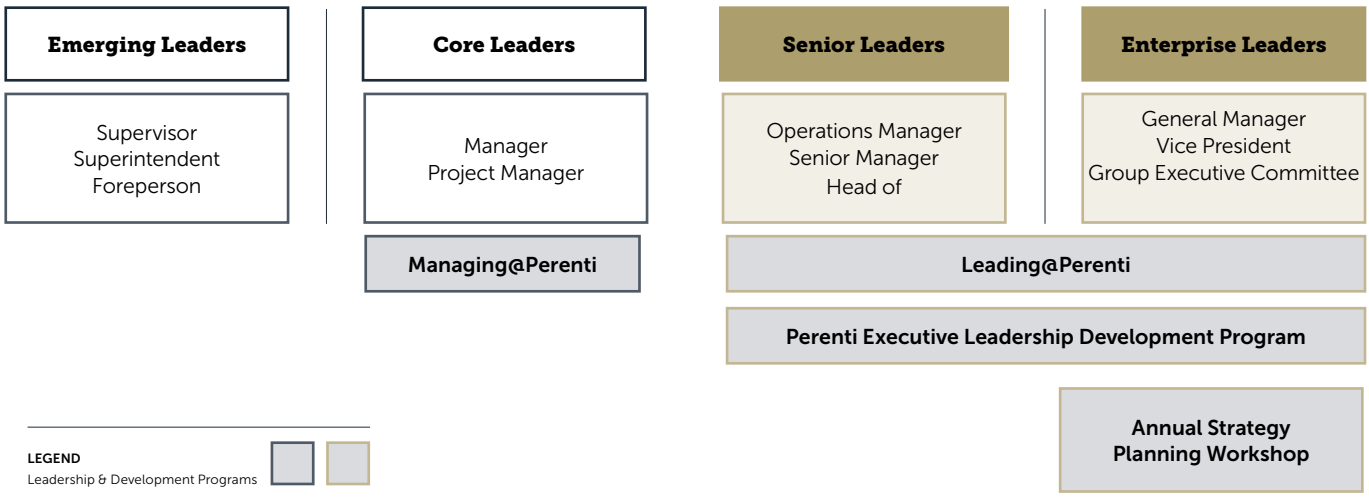
LEADERSHIP DEVELOPMENT FRAMEWORK

Perenti



ENTERPRISE LEADER FRAMEWORK

Foundations	Domain	Definition	Capabilities
PERENTI PURPOSE To create enduring value and certainty **PERENTI PRINCIPLES** No shortcuts Never wasteful Walk in their shoes Smarter together Enable tomorrow **THE PERENTI WAY** **Mindset:** I'm passionate about my responsibility to set the tone and direction for Perenti. **Behaviour:** Inspires others with Perenti's Purpose and Principles and operates in The Perenti Way.	**Leading and care for self**	**Mindset:** I learn, adapt and grow continuously as a leader and as a person. **Behaviour:** Consistently stretches and adapts to new contexts applying learnings, resilience, tenacity and emotional agility for greater future impact.	**Refreshed Potential Model:** Emotional mastery Learning agility Personal drive Resilience & well-being
	Leading others and care for team	**Mindset:** I develop people and create a continuous improvement environment of care and respect which fosters learning and unlearning. **Behaviour:** Shows self-awareness, emotional mastery and interpersonal agility to create and sustain environments where people feel safe, valued, heard, inspired and developed.	Psychological safety (creator) Inclusion & diversity (activator) Talent development (driver) Delegation & empowerment
	Connecting external perspectives to internal value	**Mindset:** I am curious about what is going on in the world and what opportunities these bring Perenti and industry. **Behaviour:** Keeps up to date with on global politics, social, technology and industry trends, and have a point-of-view on these topics.	Macro trends Financial markets Brand & reputation Management ESG/Community awareness Technology appreciation/ Adoption
	Creating value through strategic impact	**Mindset:** I think long term, assess risk and enable growth in and across the business. **Behaviour:** Proactively engages and partners with others in ways that leverage expertise, energy and action to help achieve the Group's growth objectives.	Strategic ability Collaboration Stakeholder engagement Assessing & Managing risk
	Delivering business outcomes	**Mindset:** I share responsibility for supporting the Group's performance. **Behaviour:** Has a focus on inspiring greater levels of performance, action and initiative at a group-wide level.	Risk-based & Sustainable decision-making Innovation & continuous improvement Group performance focus Maximising capital returns Valuing data & Generating insights

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LEADER DEFINITIONS

Emerging Leaders

Emerging Leaders are the front-line leaders such as Supervisors, Foreperson and Superintendents.

Core Leaders

Core Leaders comprises of leaders including Project Managers, Managers both technical and functional.

Senior Leaders

Senior Leaders contains senior leaders across the business including; Heads of, Operations Managers and select Senior Managers.

Enterprise Leaders

Enterprise Leaders group comprises of the Group Executive Committee, Vice Presidents and General Managers.

Divisional Accountability

Group Accountability

PERENTI GROUP WIDE DEVELOPMENT PROGRAMS

The Perenti group wide leadership development programs seek to reinforce the approach to embedding the Principles and utilise the Enterprise Framework

Managing@Perenti

Applies to Core Leaders;

Leading@Perenti

Applies to all Perenti Enterprise Leaders and Senior Leaders across the business.

Perenti Executive Leadership Development Program

By invitation program to Group Executive Committee, Vice Presidents and General Managers across the group.

Annual Strategy Planning Workshop

Attended by Group Executive Committee, Vice Presidents and General Managers across the group.