

# Strengthen our Global Team



- People and Diversity
- Performance Orientation

# More Globalized and Diverse Organization



*A Brand Like a Friend*

- People management and development is top management responsibility
- Management Board reduced from 7 to 5
- Top 30 leaders globally deployed
- Enlarging span of control
- Diversity progress:
  - 26% share of managers females
  - 40 different nationalities in HQ
  - 100+ nationalities



## 2008 awards



Performance Orientation

# Stronger Focus on People Performance

Henkel

*A Brand Like a Friend*

- Increasing variable components of salary
- Actively empowering people to step up and lead
- Developing our leaders from within  
→ Top talent program

