



**Developing Talent.  
Driving Results.**

**smiths medical**  
bringing technology to life

**Explore the Opportunities  
to Learn and Develop Your Skills  
with Smiths Medical.**

**Smiths Medical has a strategic imperative to be a "Great People Company" and therefore recognizes the importance of Learning & Development for all of our employees. We strive to:**

- *Improve our business performance through our people.*
- *Ensure that our employees are able to do their jobs to the best of their ability by developing their core skills.*
- *Develop a pipeline of leadership talent for the future.*
- *Equip our managers to effectively lead their teams to fulfill their true potential.*



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*Your Career Development  
Is Our Competitive Advantage.*

# Committed to Learning. Dedicated to Performance.

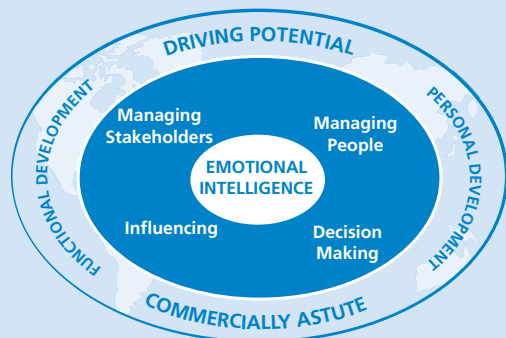


## Learn more about your own potential to succeed.

Becoming a Great People Company means more than what our organization can achieve—it means what our people can achieve. A Great People Company must promote greatness in its people. At Smiths Medical, the goal is to inspire individuals like you to improve the quality of healthcare around the globe.

Smiths Medical achieves this objective by offering extensive Learning & Development resources and programs. Providing a highly informative, comprehensive array of workshops, seminars and literature, these educational materials are designed to inspire you to succeed in every aspect of your career.

Our hope is that this brochure will encourage you to discover the details of the programs we offer on our Learning & Development website accessible through the Smiths Medical Intranet.



## Our leadership is committed to people development.

*"In a 'Great People Company,' employees learn constantly, and of equal importance, they learn from each other. I look forward to seeing the results of this constant learning in the increased self-confidence of our people, in greater customer satisfaction and in the competitiveness of our company in the marketplace."*

*Srini Seshadri, President  
Smiths Medical*



## Explore the many avenues that lead to career advancement.

Smiths Medical features an array of professional development tools and resources, all of which are designed to help you maximize your potential and contribute to our success. Our Career Development resources outline our primary leadership levels and the ambition, engagement and ability expected of associates who seek to reach them. A sampling of these resources is outlined below.

- **Leadership Development Programs** concentrate on the Smiths Leadership Competency Model. Courses include: *Finance for Non-Financial Managers, Emotional Intelligence, Influencing and Managing Stakeholders* and *Managing People*. Our Intranet features an easy-to-use link to our online booking system, as well as a development guide. Also available to all who wish to

develop their career at Smiths Medical is the 360-Degree Feedback Process. This tool helps identify strength and development areas based on the Smiths Leadership Competencies. Please consult your local HR resource prior to enrollment.

- **Leadership Talent Development Programs** are invitation-only sessions for employees identified through succession planning. These comprehensive programs engage Early Career through Functional Leaders. Program titles include: *Horizons, Emerging Leaders, Exploring Your Potential, Discovering Your Potential, Developing Talent* and *The Mentoring Factor*. To learn more about these programs, please visit the Learning & Development Intranet site.
- **Core Skills Programs** feature the Ashridge Virtual Learning Resource Center and a link to the Development Plan template, which is designed to help you to focus on the key areas for your development.
- **Smiths Performance Review System** is the platform shared by all Smiths' businesses and is designed to provide you with information, advice and guidance on conducting and participating in performance planning and development reviews. This performance review system is intended for exempt-level and management employees only. Please contact your local HR resource to determine if you qualify.

To learn more, visit [Smiths-Medical.net](http://Smiths-Medical.net).