



Co-funded by the
European Union



YML Main Event

21 October 2021

WM Week - Villa Erba, Cernobbio



Young Manufacturing Leaders Main Event

YML Innovation Contest

3D PRINTING– MADE AT HOME

Libor Beránek
CTU in Prague

21 October 2021





**Goals of Contest
to promote**

Evaluation criteria

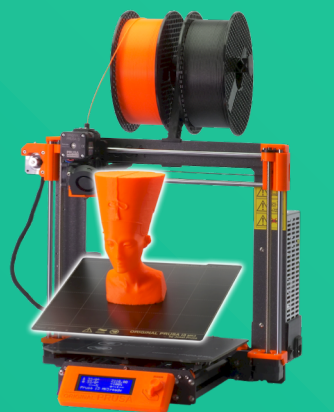
**Sponsored by
PRUSA Research**



Creativity

Originality

**1st place - 3D printer
ORIGINAL PRUSA I3 MK3S+**



Technical education

Usefulness

**2nd place - 3D printer
ORIGINAL PRUSA MINI+**



3D printing

Video presentation

**3rd place – PRUSAMENT
PREMIUM-QUALITY FILAMENT**



SPECIAL MENTIONS

Marco Ronzani

IT engineering Student
Politecnico di Milano

Feet Buttons



 eit Manufacturing



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Marcello Persico

Electronic engineering Student
Politecnico di Milano

Smart Pocket Emptier (NAFAWYGO)



:YML

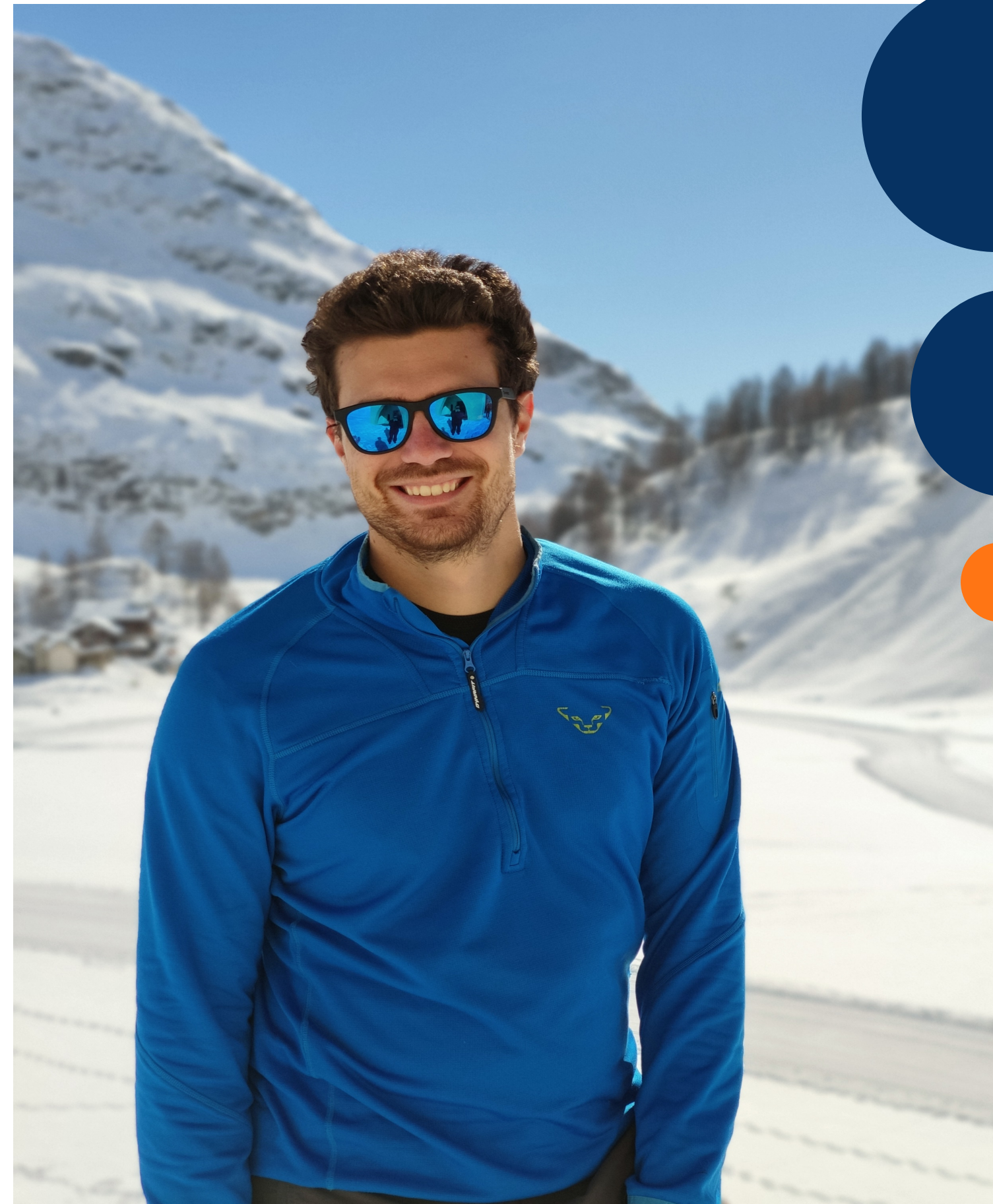
THIRD PLACE



FILIPPO PREDEBON
3D printing Student
ITS MAKER Academy

Title of the Project
Universal Bottle and Can Opener

SECOND PLACE



FABIO BIANCHI

Aeronautical engineering

Student

Politecnico di Milano

Title of the Project

Clamps for Skis

FIRST PLACE



MARTIN NEČAS

Mechanical Engineering
(technologies) Student
CTU Prague

Title of the Project
Robot Head



First place: 3D printer ORIGINAL PRUSA I3
MK3S+

Second place: 3D printer -ORIGINAL PRUSA
MINI+

Third place: filament PRUSAMENT PREMIUM-
QUALITY FILAMENT

PRUSA
RESEARCH
by JOSEF PRUSA





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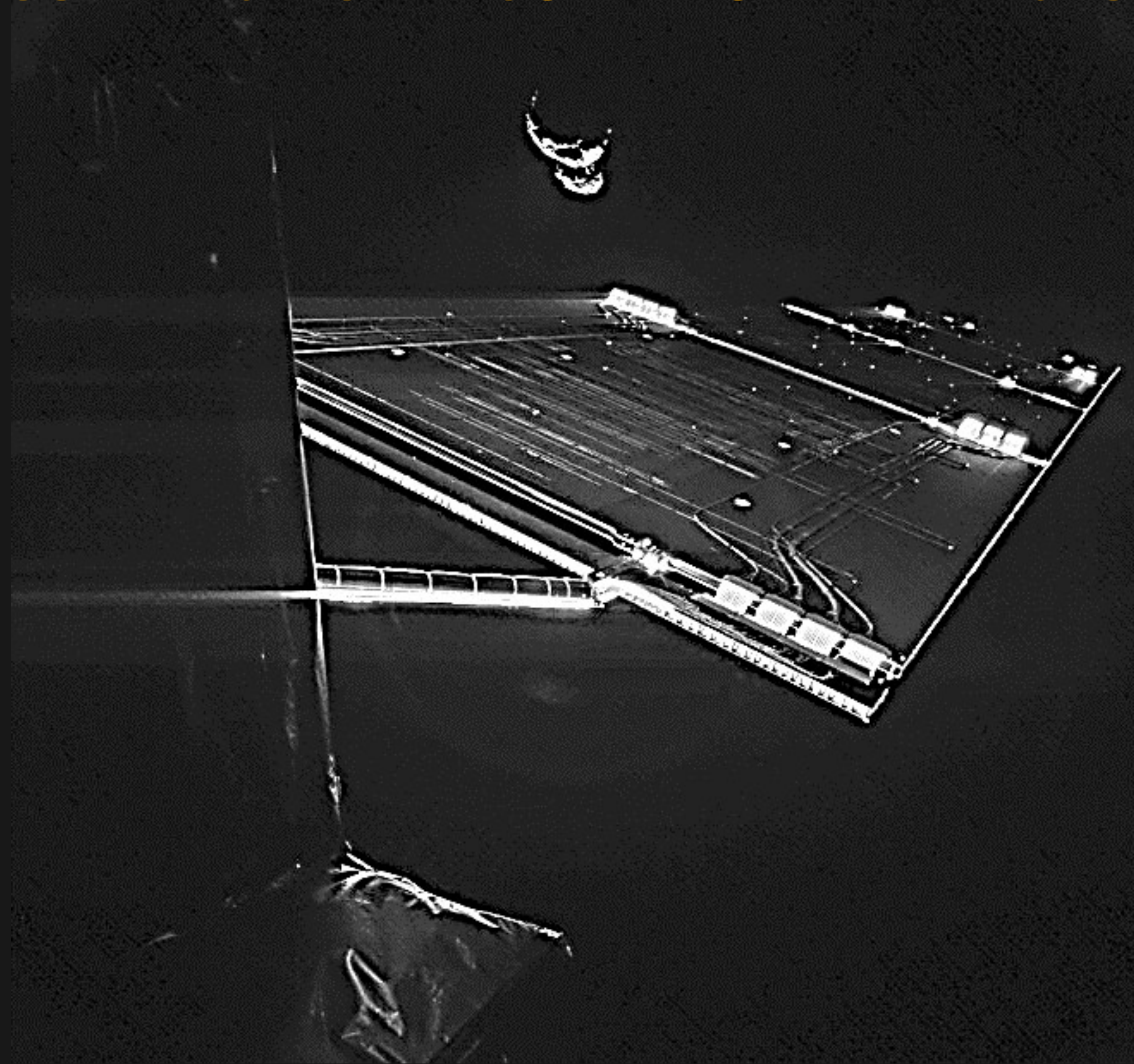
Gender Equality, Diversity and Inclusion in Manufacturing

YOUNG MANUFACTURING LEADERS
21st October 2021

Carlotta Dainese
*Digital Strategy & Innovation Lab Director
at Prysmian Group*



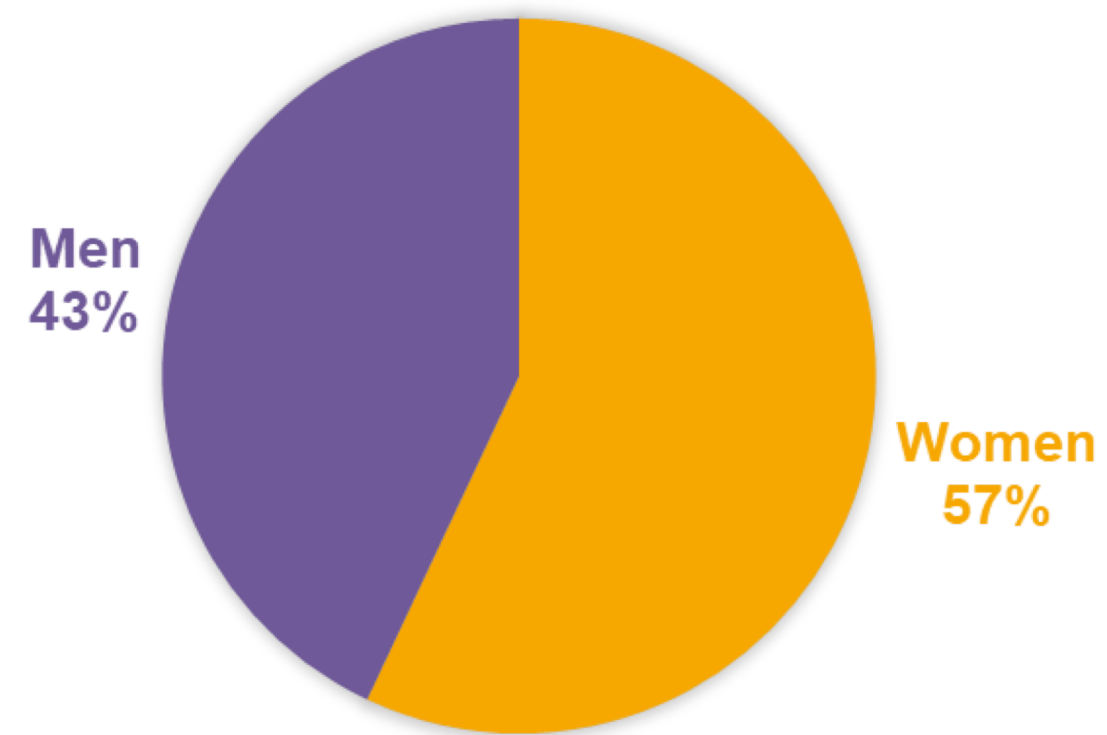
DEI - what does it have in common with a space mission?



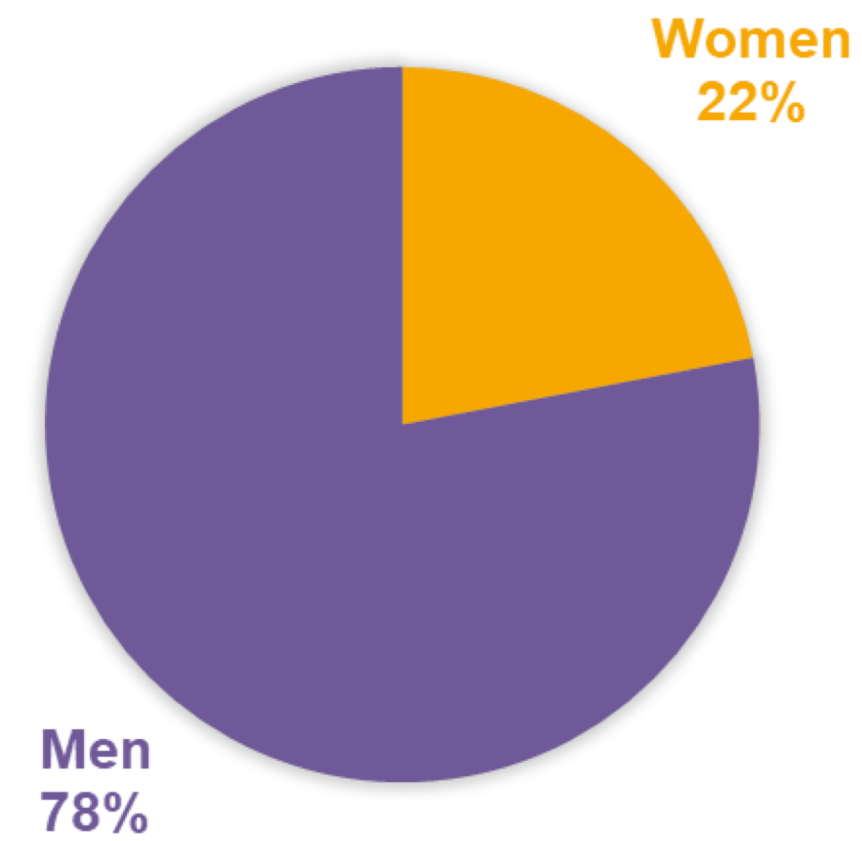
“It’s not an initiative. It’s a journey that evolves”

THE WOMEN IN STEM WORKFORCE

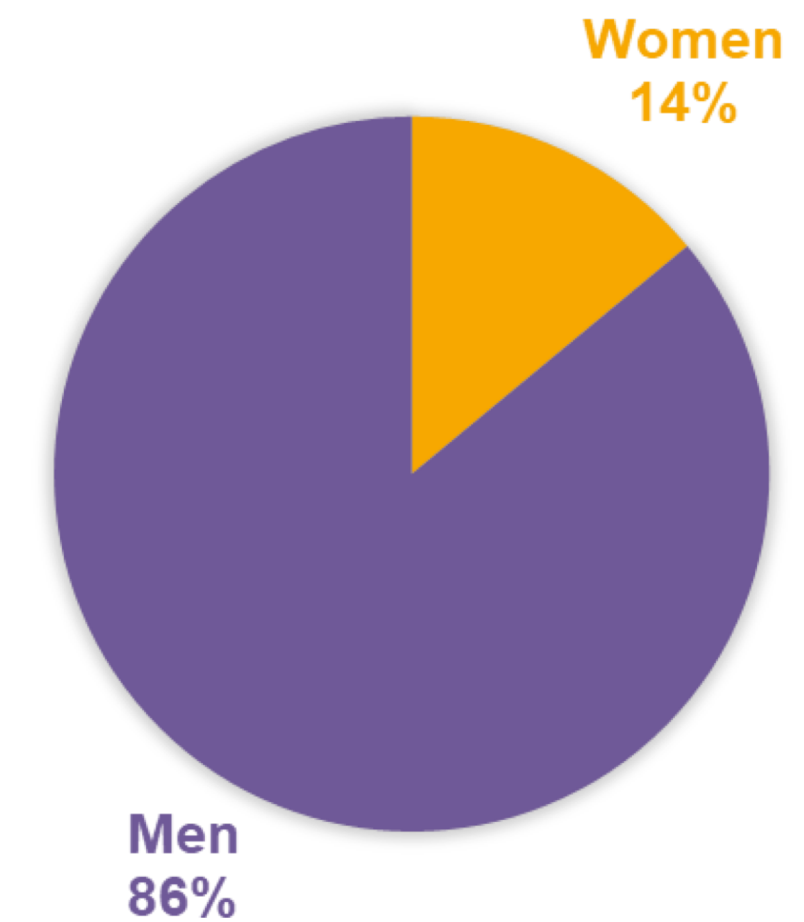
TOTAL COLLEGE GRADUATES ACROSS ALL DISCIPLINES



COLLEGE GRADUATES ENTERING THE FIELD OF ENGINEERING

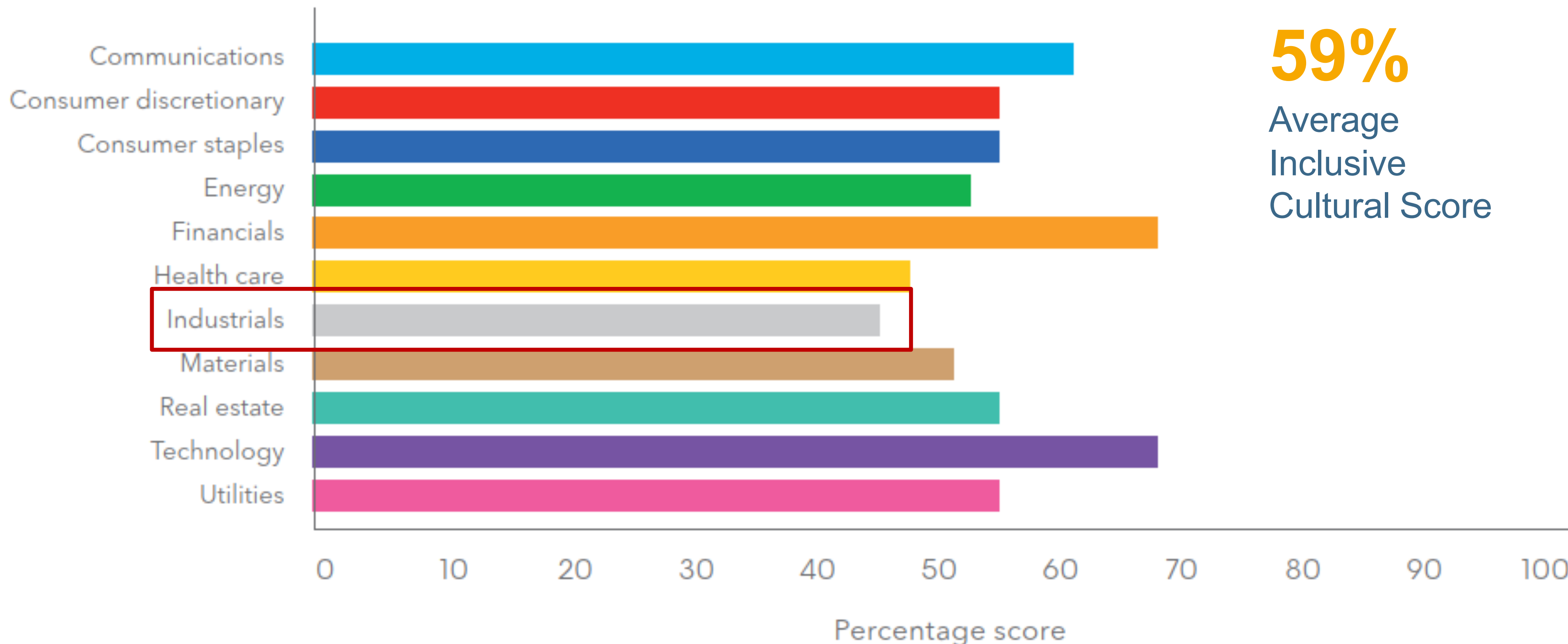


WOMEN EMPLOYED AS ENGINEERS



“An Intervention Strategy to Re-engage Women Engineers in the Workforce”; **Society of Women Engineer**

Average inclusive culture scores for each sector



“Invest in a more equal future”; Inclusive culture evaluates the policies, benefits and programs that contribute to an inclusive work environment where all employees feel they are valued and have equal opportunities. **Bloomberg Report 2021**

D&I Improves Talent and Business Outcomes

D&I Drives Organizational Performance

Percentage of CEOs Who Have Identified Improvements Due to Their D&I Strategy

90%

Attract the Best Talent

85%

Enhance Business Performance

83%

Strengthen Our Brand and Reputation

78%

Collaborate Internally and Externally

78%

Innovate

77%

Enhance Customer Satisfaction

75%

Serve New Customer Needs

n = 1,322

Source: PwC 18th Annual Global CEO Survey

Gartner



**Think of
Diversity,
Equity, & Inclusion
like a new piece
of technology.**



Prysmian Group is world leader in the energy and telecom cable systems industry.

Helping to meet today's great challenges

The energy transition

From fossil fuels to renewable sources for low carbon future

The digitalisation of our world

Channelling and transporting an explosion of big data

The electrification of society

Enabling the application of electrical power throughout the world

We're linking the sustainable future.

Prysmian
Group

Linking
the Future

A truly Global Group

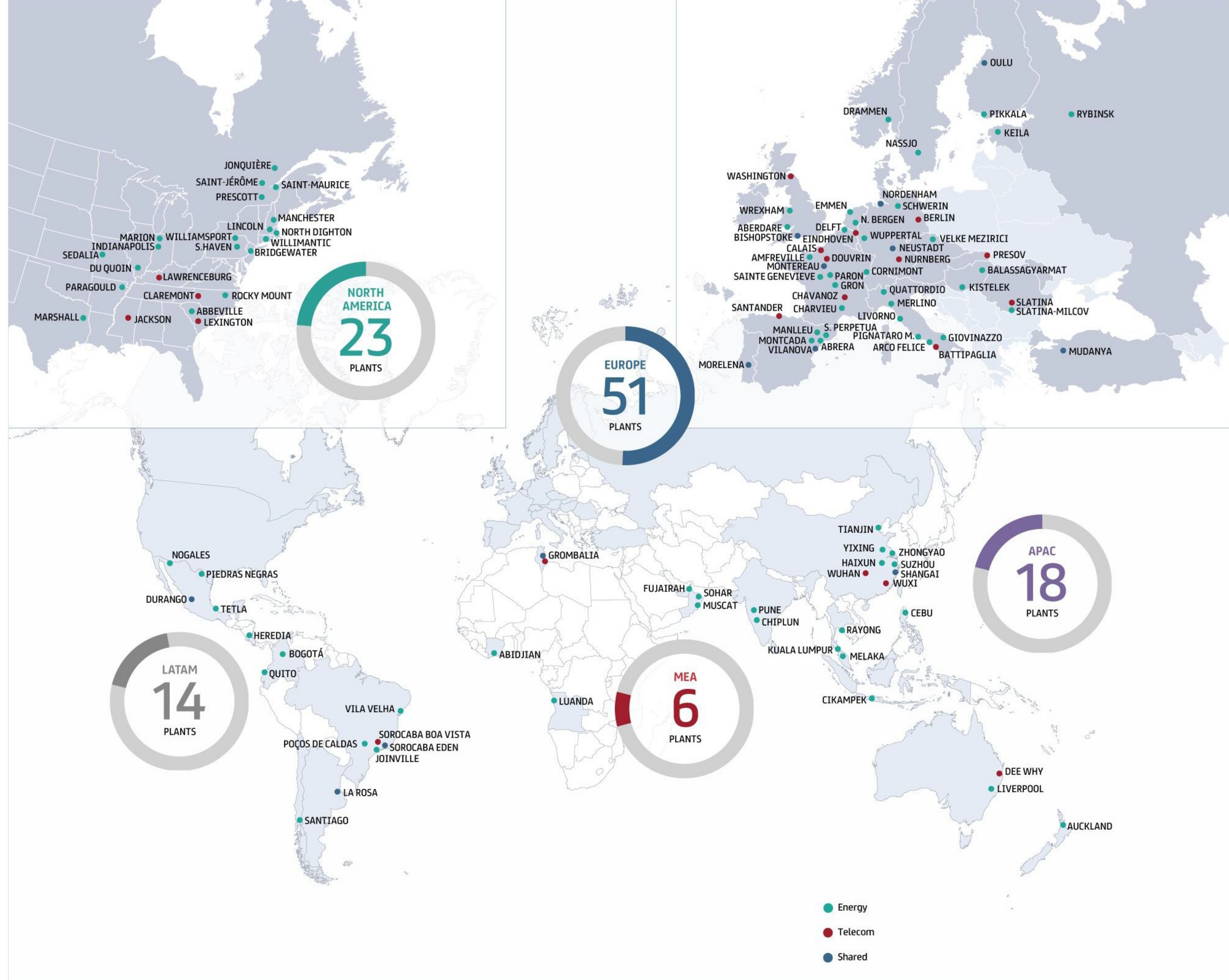
 **+50**
COUNTRIES

 **106**
PLANTS

 **25 R&D**
CENTERS

 ABOUT **29,000**
EMPLOYEES

 OVER **11**
BILLION ANNUAL
SALES



2030 Social Ambition



HEALTH & SAFETY



INCLUSION & DIVERSITY



DIGITAL



LOCAL EMPOWERMENT



ENGAGEMENT & UPSKILLING



Gender Equality

- **50/50** in Recruiting of Desk Workers
- **30%** of Women in Senior Leadership roles
- **25%** of Women in the Total Workforce
- **Zero** Pay Gap – Desk Workers
- **+ 500** women in a fully dedicated STEM program

Health & Safety

- Injuries Index towards **0** (employees & contractors)

Up-Skilling and Engagement

- **40** yearly hours per capita of experienced learning for all employees,
- More than **25%** of employees is involved in mobility/growth experience every year
- **50%** of employees as stable shareholders through share ownership plans (YES)
- Higher than **80%** response rate to Engagement Survey
- Leadership Impact Index improved to **70-80%**

Digital Inclusion

- Connecting **100%** (30,000) of our employees through global platforms, achieving a proper level of adoption

Empower Local Communities

- At least a project per year, with focus on developing countries and vulnerable communities
- Local projects with donation of optic and electric cables

Race/ Ethnicity Inclusion

- More than **30%** of Executives from under-represented nationalities /ethnicities/ origins
- Local mentoring programs for 500 students coming from minorities-poverty

How to foster diversity, equity, and inclusiveness in our organization



Broaden the narrative of diversity— including variation based on cognitive mindsets and cultures



Advance equity across the workforce, marketplace, and society—look for areas beyond talent and hiring programs to move the needle on DEI



Develop the culture of courage— creating an environment for true authentic self



Build new leadership capabilities – like empathy



Strengthen accountability, recognition, and rewards—by bringing transparency in policy and communication

THANK YOU!





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