

Training and skills development

Led by the People & Organizational Development team at Flix, employee development and growth is approached with the 70-20-10 framework:

- 70% learning on the job: which includes clear core competencies and career growth pathways designed for individual job profiles;
- 20% learning from others: which includes mentorship and trainer programs;
- 10% learning from training: which includes dedicated digital learning platform as well as talent programs

Through Flix's annual performance check-in process, employees' job performance and progress are evaluated to help them better increase their impact within the company. Dedicated training is provided to all employees to guide them through each step in the performance review cycle so that the employees are set up for success during the annual review process. Additional training is provided to People leads during the compensation and performance management process to help team members avoid unconscious biases and ensure a standardized process. We also offer numerous job-specific development programs designed to foster the growth and progress of Flix employees of all levels.

Throughout 2024, our employee development programs have experienced remarkable growth in both participation and satisfaction. The focus of the year has been on enhancing Flix competencies across various roles and seniority levels, adopting a long-term Learning & Development approach. In 2024, more than 400 colleagues participated in leadership and coaching programs (reserved for Leadership roles); 87 took part in talent programs (designed for non-leadership employees and future leaders), and 693 joined other organizational wide training offerings (open to everyone). Participation levels increased by 33% year over year, demonstrating our ongoing commitment to employee development.