



INDUSTRY INSIGHTS

THE EDUCATIONAL SERIES

BY HALCOR

EN



WRITTEN BY:

MARIOS ARGYRIS,HR SENIOR MANAGER AT HALCOR,
COPPER & ALLOYS EXTRUSION
DIVISION OF ELVALHALCOR S.A.

→ The Importance of the Performance Management System at HALCOR – Through Our Experience

At HALCOR, we believe that performance is not just a number or an evaluation it's the driving force behind our growth and success as a team. Our Performance Management System helps us set clear goals, track our progress, and ensure that we are all moving in the same direction: achieving the company's strategic objectives while also supporting each employee's personal development.

What does this mean in practice?

- The goals we set follow the **SMART** methodology — Specific, Measurable, Achievable, Relevant, and Time-bound — so that everyone knows exactly what is expected and how to achieve it.
- We define individual areas for improvement with a clear and precise focus, linking them in a way that highlights development priorities and aligns with our objectives.
- Through objective evaluation criteria and constructive feedback, we ensure that our people have a clear understanding of both their strengths and the areas where they can further develop.



INDUSTRY INSIGHTS

THE EDUCATIONAL SERIES

BY HALCOR

FOLLOW HALCOR
ON LINKEDIN



New capabilities – Continuous Feedback Module

To support development not only once a year, but throughout the entire career journey, we have introduced the Continuous Feedback Module. Through this tool, every employee can receive real-time feedback — whether it is recognition or suggestions for improvement. In this way, feedback becomes part of everyday life, enhancing communication, mutual understanding, and quick adaptation to challenges.

A more human perspective

Theory is important, but what truly makes a difference are the stories behind the system:

- An employee from the Quality Control department, through the training and certifications he has received, is able to support his daily work in an easier and more efficient way.
- A colleague from Logistics shared that, thanks to feedback from her supervisor, she was able to believe more in her abilities and take on new responsibilities.

The words of the employees themselves are truly telling:

“The training sessions at Halcor Academy have significantly contributed to my development. Through seminars like ISO and Eddy Current Certification, I gained knowledge that helped me better understand critical aspects of my work and confidently tackle challenges”.

Angelos Rizos, Quality Operator (Copper Tubes Plant)

“Training through HALCOR ACADEMY helped me understand and align with the company's goals. Improvement of hard & soft skills, flexibility and adaptability are some of the benefits I gained. The whole process contributed to the development of my professional self-confidence and gave me the supplies and motivation to achieve my future goals”.

Georgia Papa, Warehouse & Transportation Supervisor



INDUSTRY INSIGHTS

THE EDUCATIONAL SERIES

BY HALCOR

FOLLOW HALCOR
ON LINKEDIN



The HALCOR Academy as our strategic advantage

It's not just training programs – it's the process that gives every employee the tools to grow. From technical skills to leadership capabilities, the Halcors Academy supports our journey toward personal and corporate success.

Why do we do it?

We are a large industrial company, with many departments and areas of expertise. Naturally, we don't all know the work and challenges of others. Through our Performance Management System and educational initiatives, we bridge these gaps, enhancing understanding, collaboration, and innovation.

At HALCOR, your performance **matters**. And we make sure you have everything you need to move forward.