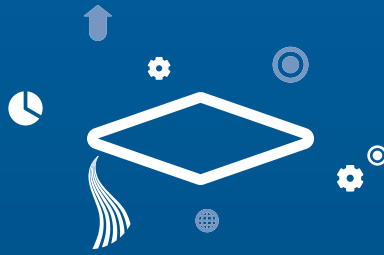


PepsiCo University



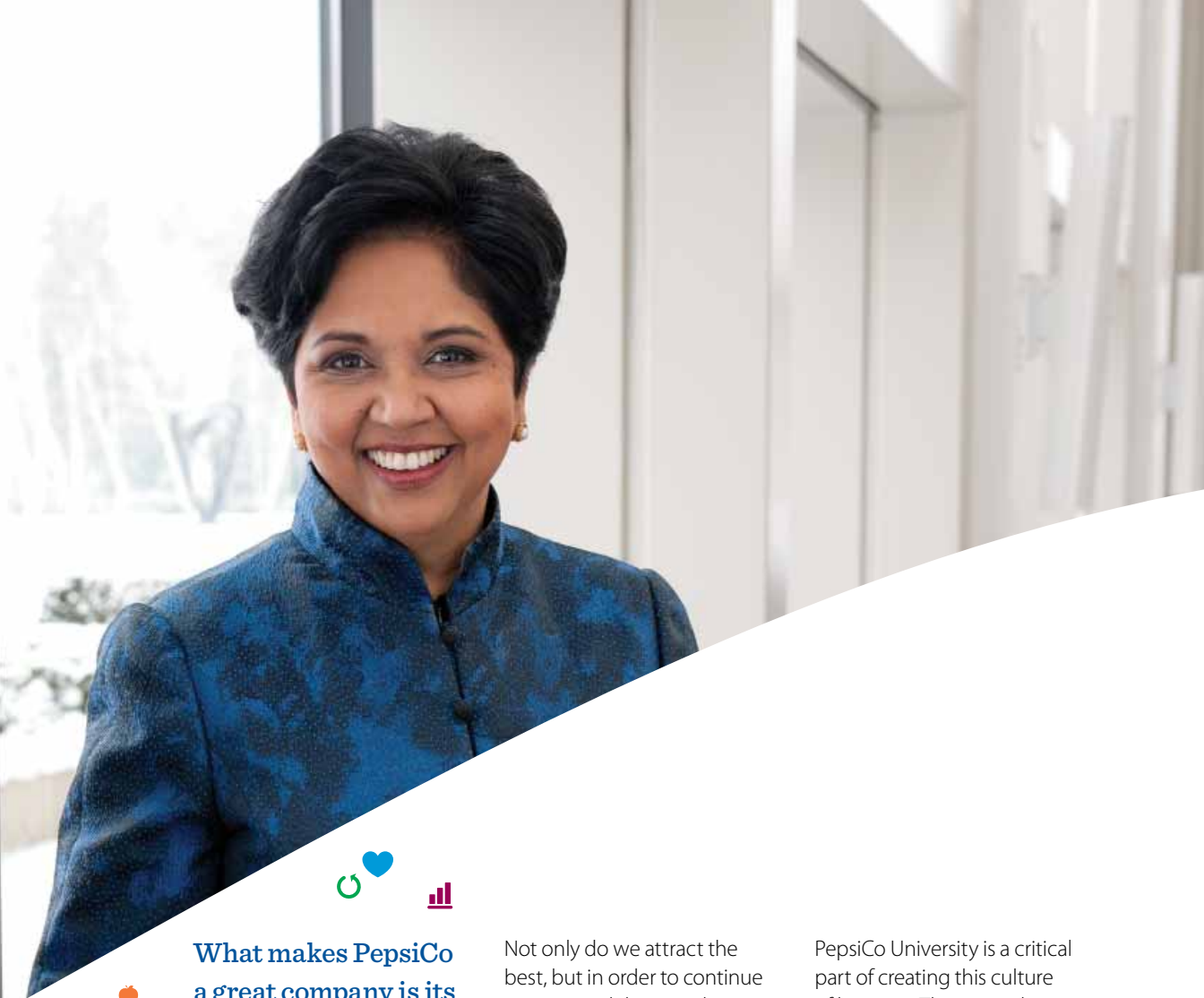
PEPSICO






A
Culture
of
Learning





 **What makes PepsiCo
a great company is its
world-class talent.**



Not only do we attract the best, but in order to continue to grow and thrive in the competitive marketplace, we need to have a strong culture of learning — where associates are supported and encouraged to constantly hone and build their skills and competencies.

By combining formal learning with vigorous on-the-job development, coaching and feedback, associates can improve their performance and advance their careers in significant ways. This culture of learning keeps us relevant, agile and ahead of the competition.

PepsiCo University is a critical part of creating this culture of learning. The curriculum offered, whether accessed through e-learning or in the classroom, was custom-designed to develop the skills to succeed. It is a vital strategic resource for PepsiCo's future and yours. I encourage you to take the time to review the information here and, as lifelong learners, to take advantage of the many opportunities that are available.

Indra K. Nooyi
Chairman and
Chief Executive Officer

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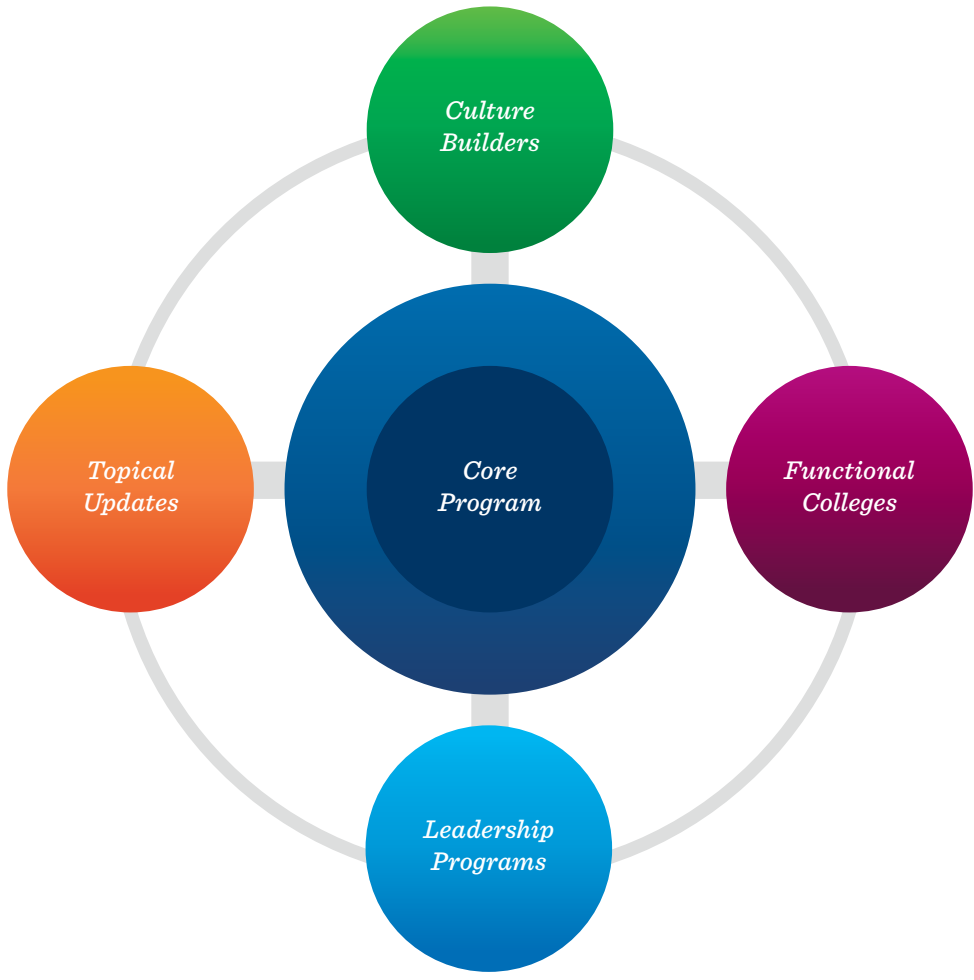
PepsiCo University is an invaluable resource through which our associates can achieve both leadership and functional excellence. Given the complex, global environment in which we operate, it's imperative to develop our associates to perform at their highest level, to share innovative best practices, to help build deep functional capabilities and competencies, and to teach and reinforce the "PepsiCo Way" using tools and frameworks to implement seamless, cross-disciplinary processes around the world.



*Our key differentiator
is our people.*

By offering timely learning opportunities in a range of disciplines, we demonstrate our unwavering commitment to the development of our associates — in all functions and businesses and at all levels of leadership. We believe that providing relevant learning for associates is a must to attract, develop and retain the most talented professionals in the world, individuals who will help PepsiCo sustain and strengthen its leadership for years to come.

Overarching
Learning
Architecture



PepsiCo's Learning Architecture is designed to create a strong and integrated culture of learning — as well as a common language that allows us to speak as one PepsiCo across all countries, regions and sectors — as part of our global strategy. Our goal is to leverage learning as a strategic tool that continually supports our employees and our growth around the world.

Core Program

This program is designed to help us understand and sustain common frameworks and tools that support global processes. By building a consistent approach to how we leverage insights, innovate, engage our consumers and customers, drive productivity and apply sound financial practices, we will assure our future success. The program also provides a view of our changing world and PepsiCo's overall direction.

Culture Builders

These programs support our associates' understanding of PepsiCo's guiding principles and core values, so we are better able to model behavior that reflects our commitment to ethics, diversity and inclusion, compliance, and Performance with Purpose.

Functional Colleges

Major functional areas — Finance, HR, Marketing, Sales, R&D, Operations, BIS, Strategy and Procurement — offer programs that build deep capabilities and competencies to enhance our functional skills and discipline. Most functional courses are available to all PepsiCo leaders.

Topical Updates

As a company, we must understand critical global, environmental and business issues so we can continue to grow and succeed. Topical updates enable associates to stay on top of evolving issues that impact our company.

Leadership Programs

PepsiCo offers development programs at all leadership levels to make sure we understand our role in developing ourselves and others. Learning topics include providing direction, coaching for performance, managing teams, building collaboration, developing a global mindset and developing talent.



Core Program

Our Core Program is designed to build a common language and approach that will help us leverage the standard processes and tools required to realize the full potential of our global scale. In essence, recognizing that today's uncertain business climate calls for a new kind of leadership, the Core Program presents an integrated view of the fundamentals of PepsiCo's processes and operating principles. By gaining a deeper understanding of core business functions, processes and tools, you will improve your decision-making skills and expand your leadership capacity. Further, as we align our focus to elevate the consumer and build a more balanced push/pull model, the program content will help you understand why we must keep our consumers' needs top of mind in everything we do.

Course Delivery

Offerings include instructor-led events or e-learning programs, depending on your position in the organization.



Upon completion of the Core Program, participants will advance their knowledge by taking follow-up courses offered through PepsiCo University as noted at right.





<i>Core Program Theme</i>	<i>PepsiCo University Follow-up Courses</i>	<i>Required Audience</i>
Creating Sustainable Value	Finance College "EVA"	All B1+ FP & A
Understanding Demand Spaces	Marketing College "Understanding Demand Spaces and Key Performance Analytics"	B1+ Marketing associates
Building Brands	Marketing College "Driving Demand-Led Growth from Strategy to Execution"	
Innovation	POM Capability Portal New Product Development Accolade	NPD: All associates involved in the new product development process, e.g., Marketing, Insights, R&D All associates responsible for data entry tracking NPD progress
World-Class Customer Engagement	Sales College "Building Customer Partnerships, Category Management and Retail Analytics"	All Sales Key Account managers
Execution, Operations & Productivity	Operations College "Make, Move and Sell"	B1+ Supply Chain associates
The People Agenda	HR College "Talent Master Class"	All B1+ associates
Ethics and Compliance	Global Code of Conduct and Compliance programs	All associates





Culture Builders




Our values and philosophy reflect the socially and environmentally responsible company we aspire to be. We are committed to delivering sustained growth through empowered people acting responsibly and building trust. That's why all of us at PepsiCo must develop a firm commitment to our core values and guiding principles, so we can live these goals and work cohesively and constructively throughout the organization.

Values Workshops

Our Values workshops have been developed to help us internalize the meaning and intent behind our values and the importance of applying them in everyday business situations, showing how we respect and work with others inside and outside of PepsiCo. Given the significant challenges we face, from globalization and evolving technology to changing demographics and an increasingly diverse business environment, living our values has become even more important.



Global Code of Conduct and Compliance Courses



Our Code of Conduct and Compliance courses are required in order to make sure all associates act ethically in everything we do. Operating with the highest level of business integrity is core to our values and is how we do business throughout the world. Each year, all associates complete the Code of Conduct and Compliance courses online. These are offered in many languages, to ensure everyone understands and complies with company policies.

Courses range from a half-hour to one hour in length, and most are offered in 26 different languages. They include:

- Code of Conduct
- Anti-bribery
- Employment Law for Managers (U.S. only)
- DPSG Consent Order (U.S. only)
- Trade Spend & Antitrust (U.S. & Canada only)
- Code/Anti-bribery New Hire



Diversity & Inclusion Training

Our Diversity & Inclusion training also underscores how we live our values, personifying our deep-seated commitment to the principles of diversity and inclusion as well as respect for every individual. This training is designed to strengthen PepsiCo's culture by increasing awareness of key D&I concepts and understanding D&I's business impact. Specific goals include: understanding the importance and business benefits of a diverse and inclusive environment; broadening an understanding of culture and its impact on performance; creating a "common language" that respects differences but also shares principles and values worldwide; and detecting any blind spots within the organization.

The one-hour D&I course includes the following topics:

- Business Case
- D&I Basic Concepts
- Culture
- Tools

Culture Wizard

An innovative, self-guided, individualized learning center where users develop awareness and skills to communicate and work with people from different cultural backgrounds. Comprehensive multimedia culture courses, personal assessments, interactive tools for global virtual teams and an array of resources deliver cultural knowledge. In addition, there are Quick-reference resource guides on various topics, including practical business and social etiquette, as well as extensive information on over 135 countries.

To access the Culture Wizard tools, log in to myPepsiCo.com, go to the About PepsiCo tab and then select the D&I Home link.

Course Delivery

Values workshops, Global Code of Conduct and Compliance, and Diversity & Inclusion training are available to all associates through workshops or online.





Functional *Colleges*

Our Functional Colleges are enterprise-wide initiatives designed to broaden and deepen the functional skills of PepsiCo associates through online and instructor-led courses. By providing exposure to components of each functional area, our college courses help associates not only to improve on individual skill sets but also to develop their careers.

Courses offered through our Functional Colleges teach the core skills and approaches that employees in all functional areas are encouraged to learn and follow. Courses define and teach the “PepsiCo Way” while explaining basic to advanced functional concepts. All instruction is complemented with helpful tools and processes, and the vast majority of courses are offered online. While courses are targeted primarily to particular associate functions, all PepsiCo associates can enroll in any of the online courses for their own personal development, regardless of their functional area. Some instructor-led courses are offered by invitation only.

PepsiCo currently offers courses through nine Functional Colleges:



*Finance
College*

*Strategy
College*

*HR
College*

*Marketing
College*

*Sales
College*

*R&D
College*

*Procurement
College*

*BIS
College*

*Operations
College*



Finance College

The online courses of Finance College are designed to develop the functional skills of our Level 8 through Band 2 Finance associates around the world. Created by our most senior Finance leaders, the curriculum is extensively validated across all of our businesses to assure applicability. Finance College courses are available to all interested associates, regardless of their functional area.

Finance College provides learning opportunities across nine content areas:

- **Sales Finance**
 - Managing Growth Drivers
 - Economics of Advantaged Distribution Systems
- **Supply Chain & Operations Finance**
 - SC Management & Financial Analysis
 - Capacity Planning
- **Systems & IT Finance**
 - Driving Business Value Using IT
- **Treasury**
 - Managing Foreign Exchange
 - Commodity Risk Management
- **Tax**
 - International Tax Concepts & Risks
- **Audit/Risk Management**
 - Global Control Standard
- **Control**
 - Cash Flow
 - Effective & Efficient Controls
 - Beyond the P&L
- **Investor Relations/External Reporting**
 - Understanding PepsiCo's P&L
- **Business Planning**
 - AOP
 - Performance Management

Course Delivery

Available online, in English. Select courses also available in Mandarin, Russian, Spanish and Portuguese.



All online courses range from four to eight hours in length.



Strategy College

Our Strategy College offers an instructor-led Strategy Master Class for PepsiCo leaders. Participation is by invitation.

The Strategy Master Class teaches strategic thinking in day-to-day management as well as future planning, thus preparing participants to think and act strategically to address the competitive challenges our businesses face.

The Master Class aims to build strategic thinking skills and adaptive leadership abilities to develop champions of strategic change. As PepsiCo leaders become best-in-class in leading themselves, leading others and leading the business at all levels of strategy, they are better able to consistently execute and sustain high-quality plans.

Course Delivery

Instructor-led,
in English.



The Strategy Master Class provides learning opportunities across three strategic content areas:

- **Portfolio Strategy**
Choosing where to compete and invest resources; positioning the corporation for success in a future shaped by key megatrends and increasing uncertainty
- **Business Unit Strategy**
Determining how to create advantage (product, brand, GTM, Po1) to achieve superior economics; sustaining and growing advantage in categories, countries and demand spaces
- **Business Model Innovation**
Determining where and how to compete with a variety of competitively and economically advantaged models; developing the right business models to succeed in a future shaped by megatrends

All strategic learning is supported by codified strategy fundamentals, strategic thinking tools, and PepsiCo case study examples complemented by selected external case studies. PepsiCo's Performance with Purpose is integral to all strategy discussions.

The Strategy Master Class will be introduced to levels B5 and B6 in 2014. A cascaded approach to the balance of the banded population will follow.



HR College

The online courses offered by our Human Resources (HR) College are designed to broaden and deepen the functional and business skills of PepsiCo's HR associates around the world. Each course has been designed by our most senior HR leaders, with the help of internal subject-matter experts and external industry leaders, and instruction incorporates textbooks, complex case studies, and thought-provoking articles and videos. HR College courses are also available to all interested associates, regardless of their functional area.

HR College provides learning opportunities across four content areas:

- **HR Strategy and Consulting** (a foundation for all HR College courses)
 - Consulting Essentials for the HR Professional
 - Driving Business Value through HR Analytics
 - Foundations of Change Management
 - Building a Strong HR Business Case
- **Talent Planning and Forecasting**
 - Forecasting Talent to Meet Business Demands
- **Organization Design**
 - Introduction to Organization Design
 - Designing a High-Performance Organization
- **Compensation and Benefits**
 - Total Rewards Overview
 - Strategic Rewards Communication
 - Total Reward Role in an M&A Transaction
 - Flexible Benefits

All online courses range from four to eight hours in length.

A Talent Management Master Class, launching in 2014, will offer a blended learning experience that includes classroom instruction, online modules and other learning events designed to enhance the skills of people managers.

Course Delivery

Available online, in English. Select courses also available in Spanish and Portuguese. Some courses include classroom as well as online instruction, and events.



Marketing College

Marketing plays a critical leadership role in driving growth by building brands that are competitively advantaged, differentiated and, most importantly, loved by consumers. Fragmentation of consumers, media and retail has fundamentally changed marketing capability requirements. PepsiCo has responded by reinvigorating our marketing capability agenda with the help of internal subject-matter experts and external marketing leaders. The agenda includes programs to lead brand strategy development, create integrated marketing communications and focus marketers on optimal creative solutions. The online *Marketing the PepsiCo Way* playbook is organized into 10 interactive chapters with case studies and best practices.

Course Delivery

Available online, in English. Select courses are instructor-led.



Online marketing playbook modules will be available to associates in 2014 to provide further training on each of the playbook's chapters:

- Brand Strategy
- Integrated Marketing Communications
- Leveraging Media Investments
- Creative Optimization & Approval
- Calendar, Scorecard & Approval Rights
- Production
- Agency Partnerships
- Innovation

The playbook is supported by *Marketing the PepsiCo Way* workshops led by our global and regional Marketing leaders. There will be classes covering core Insight topics, including:

- Understanding of Demand Spaces and Key Performance Analytics
- Digital and Social Media Integration
- Front-End Innovation



Sales College

Sales College provides world-class capability programs that are focused on forging collaborative partnerships, developing advantaged plans and executing with excellence. This college offers PepsiCo Sales associates the information, training and tools needed to advance their capabilities and deliver world-class customer engagement.

As with other online courses, Sales College courses are available to all interested associates, regardless of functional area.

Sales College offers learning opportunities across three content areas:

- **Forging Collaborative Partnerships**
 - Building Customer Partnerships
 - Leveraging Insights to Create Customer Solutions
 - Communicating with Impact
- **Developing Advantaged Plans**
 - Understanding the Marketplace
 - Leveraging Financial Concepts
- **Executing with Excellence**
 - Selling with Insight
 - Negotiating Win-Win Solutions

All online courses range from four to eight hours in length.

Course Delivery

Available online, in English. Select courses are instructor-led.





R&D College

Global R&D College was established to help R&D associates add to their academic learning through increased exposure to related disciplines within PepsiCo, to build skills and develop talent while transferring institutional knowledge and expertise.

The 130+ online and instructor-led courses are designed to build deep technical capabilities for our R&D professionals across the globe while also providing all interested PepsiCo associates with an opportunity to learn more about the R&D life cycle. Global R&D College advances our ability to build a foundational understanding of R&D, as well as greater scientific and technical rigor to improve divergent thinking and drive innovation.

Course Delivery

Available online, in English. Select courses are instructor-led.



Global R&D College provides learning opportunities across nine content areas:

- Experience Design
- Food Safety and Regulatory
- Human Science and Research
- Ingredient Application Science
- Nutrition
- Packaging
- Process Engineering
- Product Development
- Quality

All online courses range from four to eight hours in length.

In 2014, R&D College will offer a series of master-level courses for senior-manager and executive-level R&D associates designed to build competencies in translating technical solutions into business benefits through cross-functional/cross-disciplinary processes. These courses will be developed internally and then delivered in partnership with universities and institutions geared to creating strong leaders with engineering and scientific skill sets.



Procurement College

Our Procurement College offers 25 online courses designed to build the deep functional capabilities of our global Procurement organization through a curriculum focused on procurement process, strategy and related areas of expertise. The college also provides access to webinars and professional papers that enable global Procurement associates to stay current on key industry trends and external issues. As with other online offerings, Procurement courses are also available to all interested associates, regardless of functional area.

All PepsiCo L8+ Procurement associates have learning requirements in the college and follow a prescribed curriculum. This ensures that Procurement associates around the globe share a common understanding of core processes and are building capabilities in line with the functional learning agenda.

Procurement College provides learning opportunities across four content areas:

- **Foundational Training**
 - Introduction to Strategic Sourcing
 - Seven-Step Sourcing
- **Category Management Strategy**
 - Identifying Category Management Strategies
 - Developing Category Strategies
 - Aligning Resources for Category Management
- **Analytics and Finance**
 - Financial Fundamentals
 - Financial Statement Analysis
 - Leveraging Business Intelligence in Procurement and Supply
 - Commodity Risk Management
- **Specialized Content**
 - Business Continuity Planning
 - Code of Conduct for Global Procurement Employees

All online courses range from four to eight hours in length.

Course Delivery
Available online, in English, with transcript translations available in 30 additional languages. Select courses also available in Spanish, Russian and Mandarin.





BIS College

The online and instructor-led courses offered through our BIS College are designed to help PepsiCo IT associates engage with business partners to design and drive business and information transformation; sustain operational excellence; and ensure a sound and secure infrastructure poised for future growth.

The college's five functional schools are further subdivided into functional learning tracks that align with current and future BIS capabilities. A horizontal track, which teaches foundational BIS knowledge and skills, serves as the basis of the college, ensuring that all BIS associates understand their role in delivering consistent excellence. Online BIS courses are also available to all interested associates, regardless of functional area.

Course Delivery

Available online, in English. Select courses are instructor-led.



BIS College provides learning opportunities across five content areas:

- **School of Business Transformation and Optimization**
 - Business Process Optimization
- **School of Business Engagement**
 - Data Mining and Techniques
 - Business Analytics and Insights
 - School of Solutions Delivery
 - SAP Solutions Overview
 - SAP 101
 - Collaboration & Knowledge Sharing Series
 - Mobile Systems
- **School of Support Services**
 - PepsiCo's Project Life Cycle Management
 - Project Management Essentials and Certification Series
 - ITIL Foundation and Certification Series
- **School of Technology Operations**
 - Technology Innovation
- **School of Operations Excellence**
 - Change Leadership
 - Driving Innovation
 - Risk Assessment
 - Passing an Audit
 - Understanding IT Controls
 - CAPEX Development and Management
 - Communications and Escalation
 - Infrastructure Operations
- **Additional planned courses for 2014**
 - Consulting Skills for BIS
 - Data Governance & Compliance
 - Vendor & Contract Management
 - Maximizing Career Model Reporting
 - IT Security

All online courses range from four to eight hours in length.



Operations College

The online training and instructor-led courses of Operations College teach our Operations associates to better understand PepsiCo's business processes and key performance indicators, as well as how to drive quality, safety and productivity across the organization.

In addition to the Operations courses that are market-specific, additional curriculum is being developed for global deployment. The College's schools will be further subdivided into nine learning tracks based on the supply chain processes of Make, Move and Sell and tied to Operations activities within PepsiCo.

Operations associates may take courses within the functional schools based on personal or developmental needs, or the learning may be required for a particular role within the Operations organization. All online Operations courses are available to all interested PepsiCo associates, regardless of their functional area.

Course Delivery
Available online, in English. Select courses are instructor-led.



Operations College provides learning opportunities across five content areas:

- **Lean Six Sigma**
- **Environment, Health and Safety**
- **Make**
 - Manufacturing
 - Co-Pack/Franchise
 - Quality
 - Suppliers
 - Supply Chain Planning
- **Move**
 - Warehousing
 - Fleet
 - Transportation
- **Sell**
 - Sales Operations
 - Customer Service



All online courses range from four to eight hours in length.



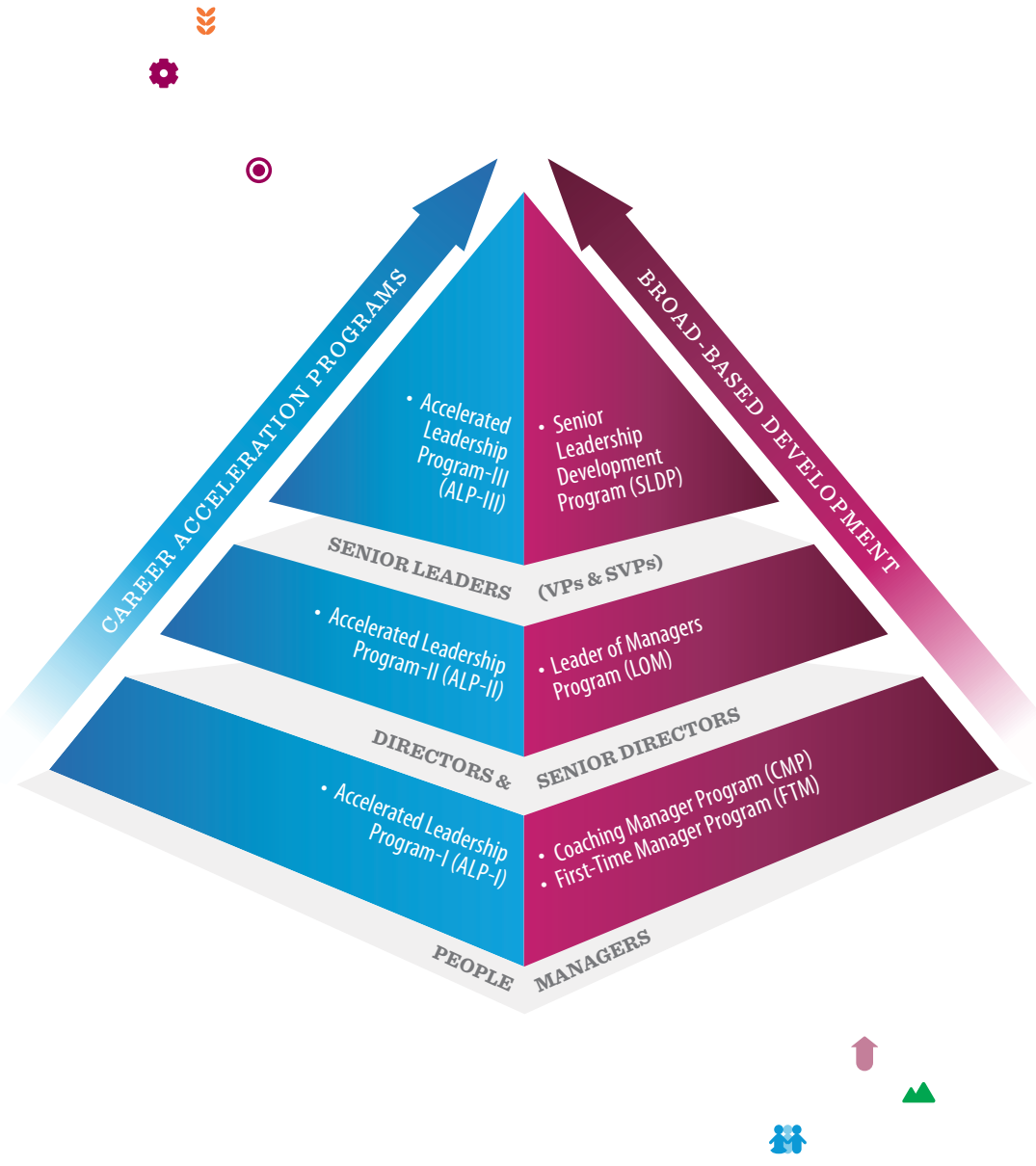
Leadership *Programs*

The primary way to reinforce and promote talent development within PepsiCo is through good leadership at all levels of the company. So, we've designed our leadership programs to ensure that every manager learns the skills and develops the tools to manage people effectively and sensitively, and that people in charge of leading others (whether they're local or global teams) learn to be highly effective in all situations.

Coursework includes training in the use of standard HR processes, such as goal-setting, performance management and career development, followed by advanced leadership training, including building high-performance teams, providing feedback, coaching and development. With these resources, our leaders can establish a common language and apply a set of tools to ensure that superior management practices are carried out consistently across the company.

Ultimately, one of the key goals of these important programs is to make sure every PepsiCo associate around the world experiences consistent high-quality management practices.







First-Time Manager Program

This program helps new people managers develop the skills and mindset needed to successfully perform in their new role. It also teaches them important work and people processes, including on-boarding, managing, developing and rewarding associates on their teams. Introductory content on interviewing, performance management, etc., is provided to bridge skills until new managers can build deeper capabilities through specific courses.

Course Delivery

Instructor-led programs with virtual pre- and post-learning requirements.



A two-day instructor-led program, this course has been centrally designed for a global audience but is delivered locally. If you have recently assumed responsibility for managing others, contact your local HR group to find out when the next local program will be conducted.

Workshop modules include:

- Leadership Profile, *understanding the skills and characteristics of a successful manager at PepsiCo*
- Mindset, Skills & Time Application, *appreciating the different application of these areas when moving into a managerial role*
- Managing the Transition, *steps for a successful role change*
- Call to Action, *personal development planning*
- People & Work Processes, *understanding PepsiCo's policies & practices*
- Selecting the Right People, *how to recruit and interview*
- On-boarding, *how to help others be successful in new roles*





Leader of Managers Program

This four-day, intensive workshop equips Directors and Senior Directors to think holistically while delivering more immediate results. It teaches Talent Development strategies and tools needed to work in a matrix environment that demands networking and collaboration. An instructor-led program, LOM has been centrally designed for a global audience. The program is typically managed at the sector level to assure a cross-sector or intra-sector group of Snack/Beverage participants. If you are leading managers in a multifunctional team or functional sub-teams, contact your HR representative to find out when the next local program will be conducted.

Program content includes:

- Deconstructing and Analyzing a PepsiCo Business Challenge
- Networking/Organizational Savvy, *operating in a matrix organization*
- Talent Development, *developing others for future success*
- Building High-Performance Teams, *getting the most out of your team*
- Mindset, Skills & Time Allocation, *appreciating the different applications of these areas when operating at a more senior level*

Course Delivery

Instructor-led programs with virtual pre- and post-learning requirements.



Coaching Manager Program

CMP provides people managers with a consistent global framework, mindset and approach to coaching, and it trains participants in easy-to-use tools that can be applied in the areas of day-to-day coaching, associate development, performance management and career development. A three-day, instructor-led program open to all people managers, CMP has been centrally designed for a global audience but is delivered locally. To enroll, contact your local HR representative to find out when the next local program will be conducted.

Course Delivery

Instructor-led programs with virtual pre- and post-learning requirements.



Modules include:

- Coaching Manager's Mindset, *understanding the value of coaching*
- Coaching Manager's Process, *how to coach through inquiry*
- Coaching for Performance, *providing clear and constructive coaching to improve performance*
- Making Learning Stick, *supporting and sustaining behavior change*
- Career Journey, *understanding how to develop a career within PepsiCo*
- Career Coaching, *how to coach others to prepare for and explore career options*





Senior Leader Development Program

Participants — VPs and Senior VPs nominated by sector presidents and the CHRO — are paired with Executive Learning Coaches before attending this week-long program to link core SLDP objectives with the specific leadership challenges that each leader faces. Participants also spend time with other PepsiCo Senior Leaders to share ideas and discuss provocative issues. In addition, business school professors and leading consultants present external perspectives.

Modules include:

- The Senior Leader's Role, *changing focus from doing to leading*
- Self-Awareness, *building a better understanding of PepsiCo assessment results*
- Networking, *to better leverage support through a matrix organization*
- Motivating and Inspiring Others, *to deliver top performance*
- Talent Development, *to build future leaders*

Course Delivery

Instructor-led programs with virtual pre- and post-learning requirements.



Accelerated Leadership Development Programs

These programs are designed to accelerate leadership growth company-wide for three levels of the organization — below band, Director and Senior Director, and VP level. The programs for below the VP level are conducted locally and are combined with both virtual and instructor-led learning opportunities. Participants are nominated for these programs by local leadership and HR. The VP-level program, offered annually, is conducted centrally; participants are also nominated. Accelerated programs for Senior Director/Director levels and the below-band levels will be launched in 2014.



Topical Updates



As a leading global consumer-packaged-goods company, we must anticipate and respond to major trends that will affect our world and our ability to succeed. These trends – which can lead to an increasingly volatile and unpredictable business landscape – can alter demand, consumer behavior, technology, competitive dynamics and regulatory environments.

Course Delivery

Available online,
in English.



Topical updates, by design, will be introduced to address issues that are relevant to our business and our associates.

Topics planned for 2014 include:

- Rebalancing the Economic World
- Changing Demographic Equation
- Intensified Preoccupation with H&W
- More, Accelerated Technology Disruptions
- All Pervasive Web & New Shopper/Consumer
- Scarcity and Uncertainty in Resources
- Paying for Past Fiscal Irresponsibility
- Global Security Challenges
- Multiple Activists
- The Talent Conundrum



PepsiCo University

Resources

General Business Skills Development and Self-Directed Learning

PepsiCo University recognizes that each associate has unique learning needs and a particular career path. Throughout the year, managers and employees have career conversations to determine which skills are needed to deliver desired results and in what areas an employee wants to grow. To meet these needs, PepsiCo University contracts with the best external offerings to meet individual needs, leadership capabilities, professional development and even computer skills. PepsiCo University continues to work closely with our own learning leaders to establish a best-in-class learning library, and new offerings will be added as global or large functional needs arise.

Currently, associates can access online courses, videos, job aids and quick tips in the following focus areas:

- Change
- Coaching
- Collaboration
- Conflict
- Customer Service
- Decision-Making
- Delegation
- Desktop Skills
- Developing Yourself and Others
- Essential Interpersonal Skills
- Influencing
- Interviewing
- IT – Technical
- Meetings
- Performance Management
- Productivity
- Strategy
- Stress Management
- Teams



PepsiCo University *Resources*

Harvard Manager Mentor

This popular program, led by the prestigious Harvard University, provides online courses enhanced by videos, taught by well-known academics and brought to life with real business cases from across industries. Most courses are less than two hours in duration and each offers a 20-minute executive summary, an audio summary and a job aid. Rich content covers topics on Leadership Development; Business Essentials; Strategy Essentials; Communication Skills; Working with Individuals; Working with Teams; and Personal Development. Articles, business cases and videos from the *Harvard Business Review* are also available online.

My Online Advisor

My Online Advisor serves as an on-the-job resource helping primarily with Professional Skills. The resources are not online courses, but step-by-step job aids and templates that can help facilitate a meeting or establish a process for a new business activity. Two tracks are available — Advisor and Developer. Advisor is your personal resource for handling challenging situations and provides just-in-time help on topics such as leading meetings, working in teams and resolving conflict. Developer is your online mentor for developing skills and competencies for current and future success.

SkillSoft

This online program provides information on business skills, Microsoft desktop and IT online courses, and job aids. Over 2,000 courses are offered in English, and the most popular content is also offered in multiple languages to all of our global associates.





Get Abstract

Through this resource, thousands of five-page book summaries are available digitally in the areas of Finance, Strategy, Leadership, Marketing, Sales, Career Skills and Business Trends. Many personal-interest topics are also available to our associates. Instant access is available through the Web, iPhone and Kindle.

Books 24x7

Books 24x7 offers on-demand access to the complete text of thousands of online books, audiobooks and research reports. Associates can read entire books, study key chapters, leverage important information for a presentation, and more through this online library.

Corporate Executive Board

These online resources leverage global best practices and data on Finance, IT, Legal, Procurement, Executive Board and HR. CEB provides insights into leading-edge concepts, actionable tools and professional networking. Business leaders can use these resources and proven practices to address business challenges. Available materials include benchmarks, assessments, and comparative and diagnostic tools.

Learn More

Go to PepsiCo University to learn more.
Log in to myPepsiCo.com and explore the Learning Offerings section under "Pay, Benefits and Career."

