



知享会

HR Excellence
Center

Visiting us at  www.hrecchina.org



Talents For Now, For Future



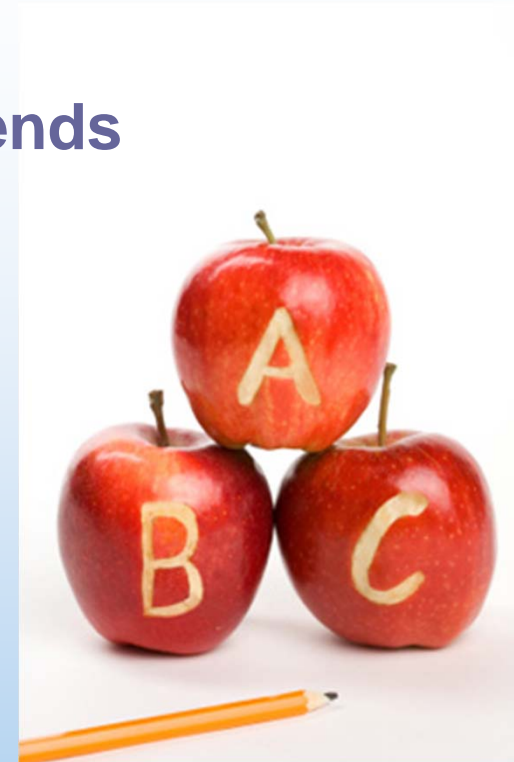
Talents for Now, For Future

1. Overall Industry Status, Talents Trends

2. Our Practice to grow talents:

- ✿ HR Dashboard to grow talents
- ✿ Training Development
- ✿ Engaged in Sales management tool design

3. Culture, enterprise spirit to grow Talents



So, What will be sales/service Talent core competencies?

- ❖ Product selling
- ❖ Solution selling
- ❖ Channel Management
- ❖ Consulting Service
- ❖ Customer Service



Business Growth ▶ Talents Shortage ▶ Talents “Hunting”

Talents War

Our Practice to grow Talents

- ✿ HR Dashboard to grow talents
- ✿ Training Development
- ✿ Engaged in Sales management tool design

HR Vision and Missions



Vision: Develop our people to make them being The Best Talents in our industry, and make our company being The Best Employer Brand.

Missions:

People Development

- Develop people in Knowledge, Skill, Competency, Leadership

Grow Comapny

- Creative and value-added solutions: Solutions focus on customers and company long term strategies.
- High performance culture- Reinforce the platform and environment which include process, policy, communication channels and principle to foster high performance culture.
- Recognition on contributions- Develop training, rewards, career development system to recognize contributions.

Training to develop the talents

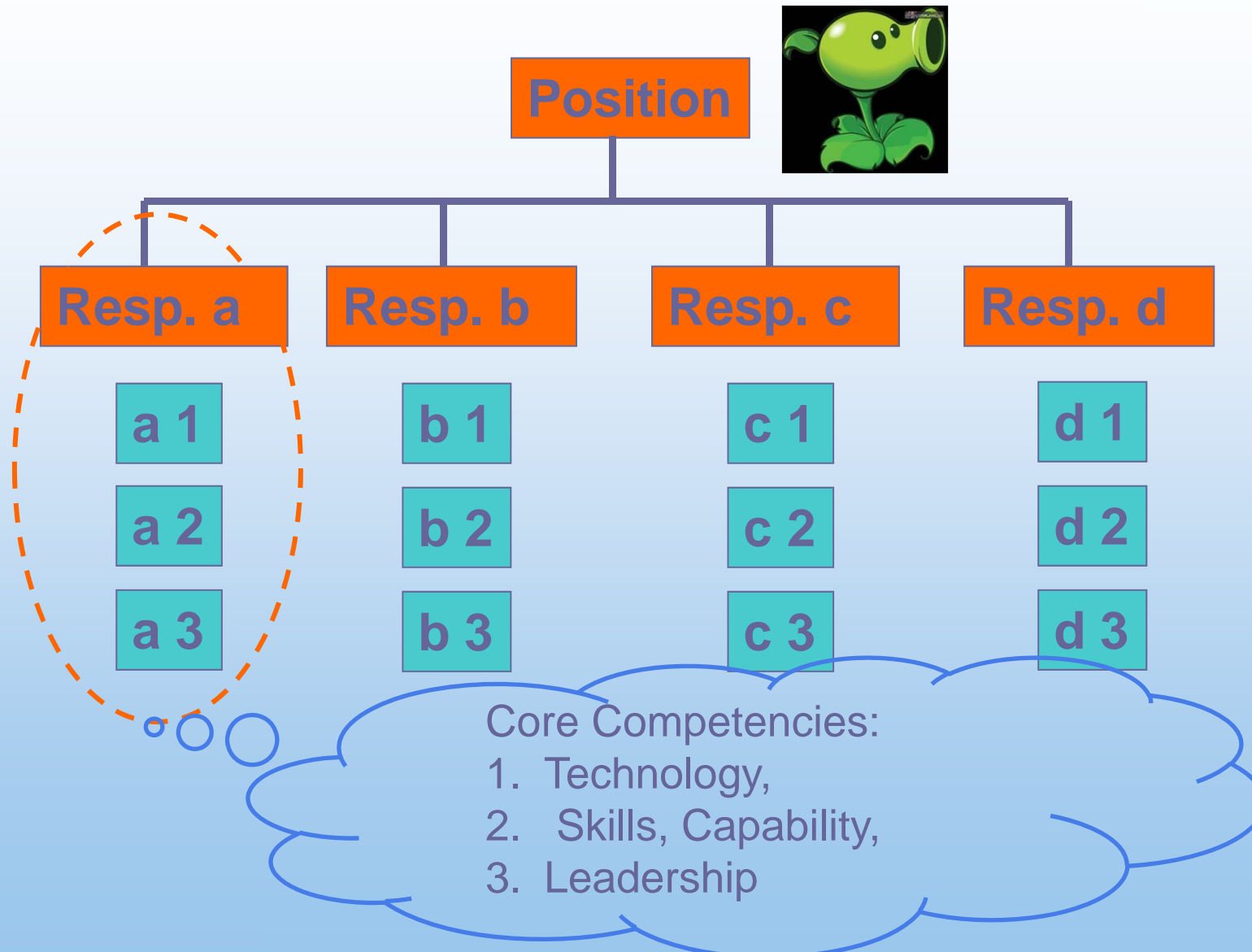
Set up Training Roadmap by position

Training based on competency model

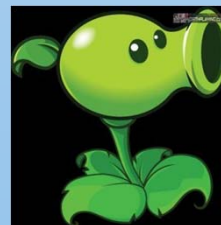
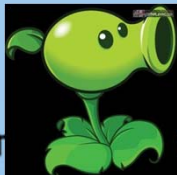
Leadership Development Program



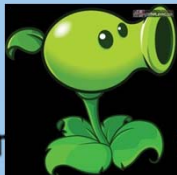
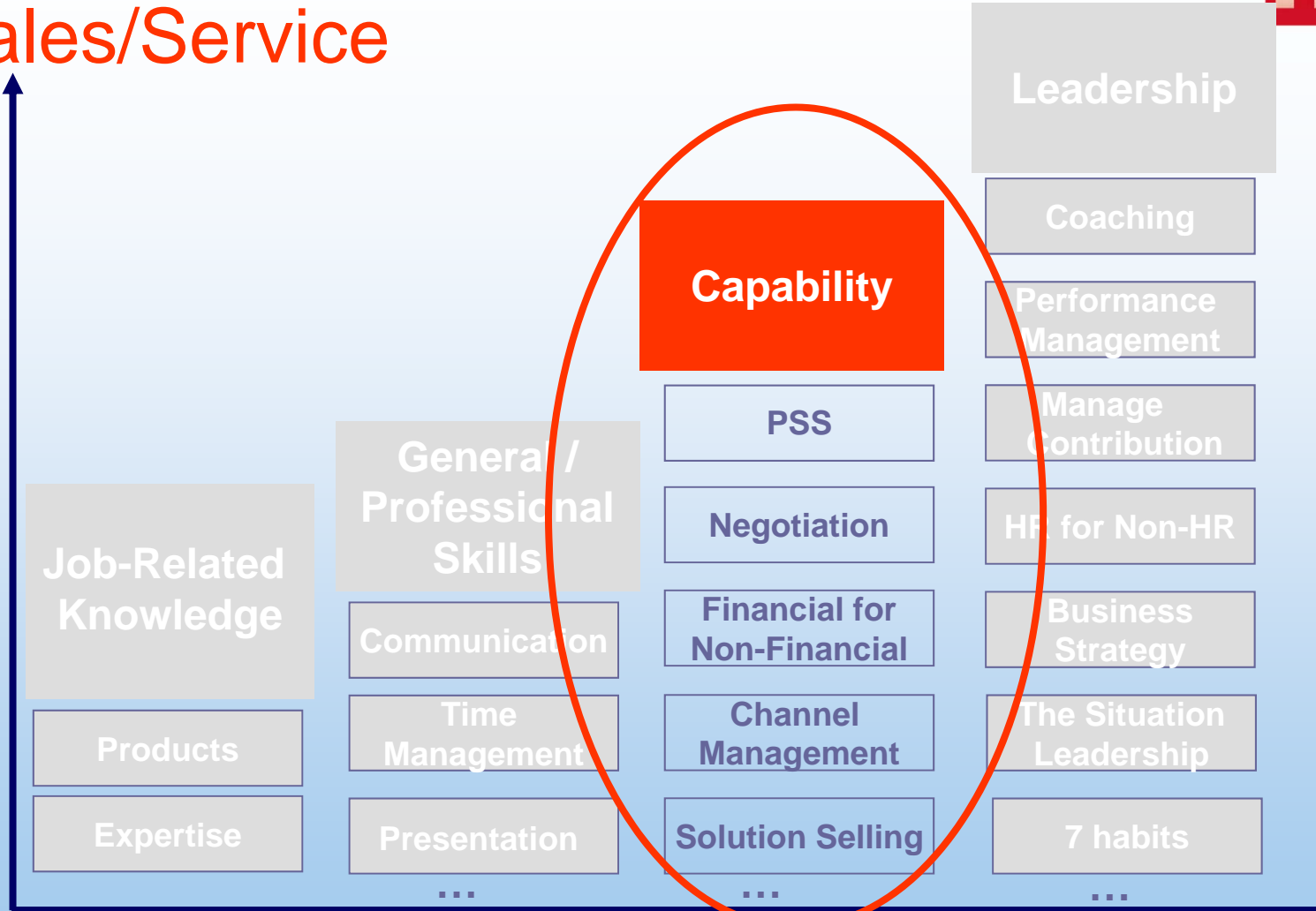
Training Development based on Competency Model



General Training & Development Roadmap



Training & Development Road-map- Sales/Service



Leadership Development Program to grow talents

LDP: for current and/or future leaders with **Real-life Projects** and Tests to build a culture of “leader we desired”



Training to Distributors to grow Talents



- ✿ Help grow our Channels
- ✿ Consistent Sales Competencies



Engaged in Sales Management Tools to grow talents



CRM Sales force

eXceed (NPS)

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Criteria of
Performance/Productivity
/Behavior



Sales
Development
Program

Practice the learning, process /tool to drive competency application

Culture, Enterprise Spirit to Grow Talents