



智享会
HR Excellence
Center



第十一届人力资源 业务伙伴年会





联系我们

地址: 上海市武宁路99号我格广场办公楼1701室

邮编 : 200063

电话: +86 21 6056 1858

Fax: +86 21 6056 1859

邮箱地址: marketing@hrecchina.org

网站: www.hrecchina.org





人力资源的定位: 信赖、睿智和专业

第11届人力资源业务伙伴年会

Shanghai, 14 July, 2017

Angela BAO
Senior VP HR Schindler China



内容 Agenda

人力资源的定位

1

介绍 **Introduction**

2

信赖是基础 **Trusted**

3

专业是根本 **Professional**

4

睿智是高度 **Smart**

About Schindler

关于迅达



Lucerne, Switzerland
瑞士 卢塞恩

Schindler: 1874

58,000+
Employees 员工

100+
Countries 国家

1000+
Branches 分支机构

Schindler in China 迅达中国区

10,000+ Employees 员工

42 Branches 分公司

1980

1st western industrial joint venture with PR of China
第一家进入中国的西方工业企业

2016.09

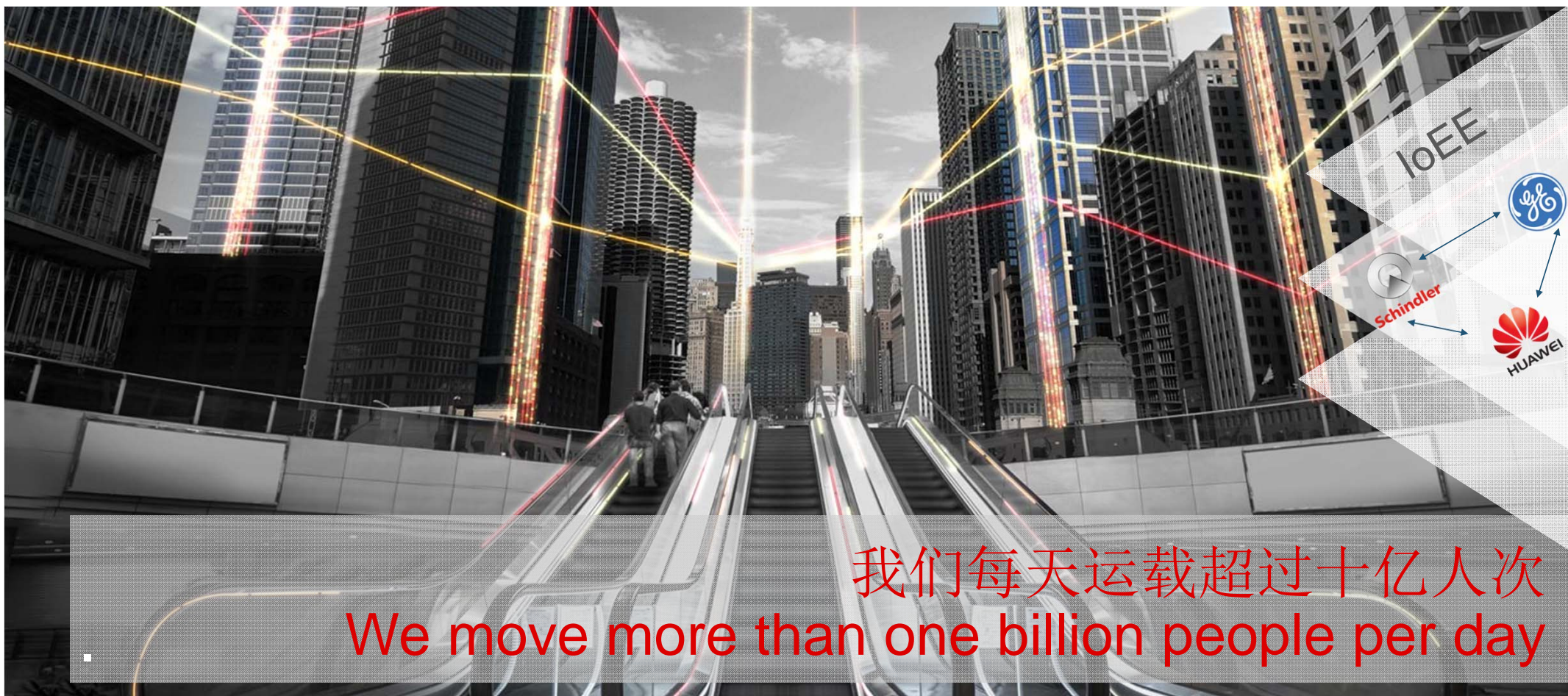
Schindler Jiading City
迅达嘉定园

255,503 m2 平方



移动解决方案 Mobility Solutions

迅达引领都市楼宇交通 Schindler products enable Urban Mobility



Schindler Your First Choice

迅达，您的首选



信赖：

信任是基础， 由信任产生依赖

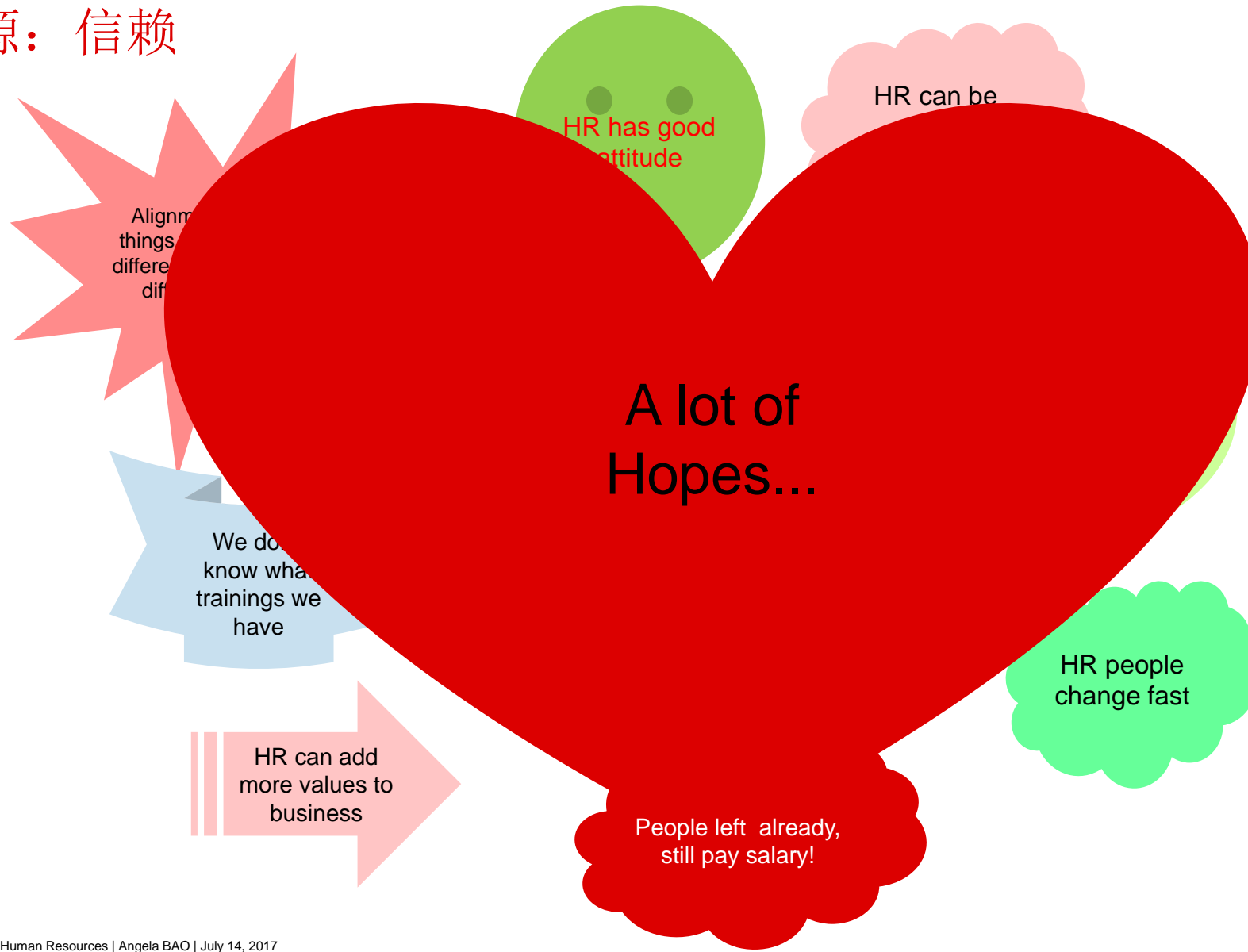
人力资源：信赖

- **Trusted and Reliable (信任和依赖) :**
 - * Understand your customers 建立信任，从理解和了解客户的需求开始
 - * Build up basis 脚踏实地，做好基础工作
 - * Bring value to customer 从企业价值观出发，给客户创造价值
 - * Show small success and never give up 坚持不懈
- **Example Sharing: 100 Days Journey (百日行)**
 - **Understand business and organization at company level:**
 - * Business, Strategy, Market, Product
 - * Organization, Leadership Team, Talents
 - * Culture
 - **Understand HR in the organization**
 - * HR Organization and HR leadership Team
 - * Policies and guidelines
 - * Procedure/Process
 - * HR Technology

人力资源：信赖

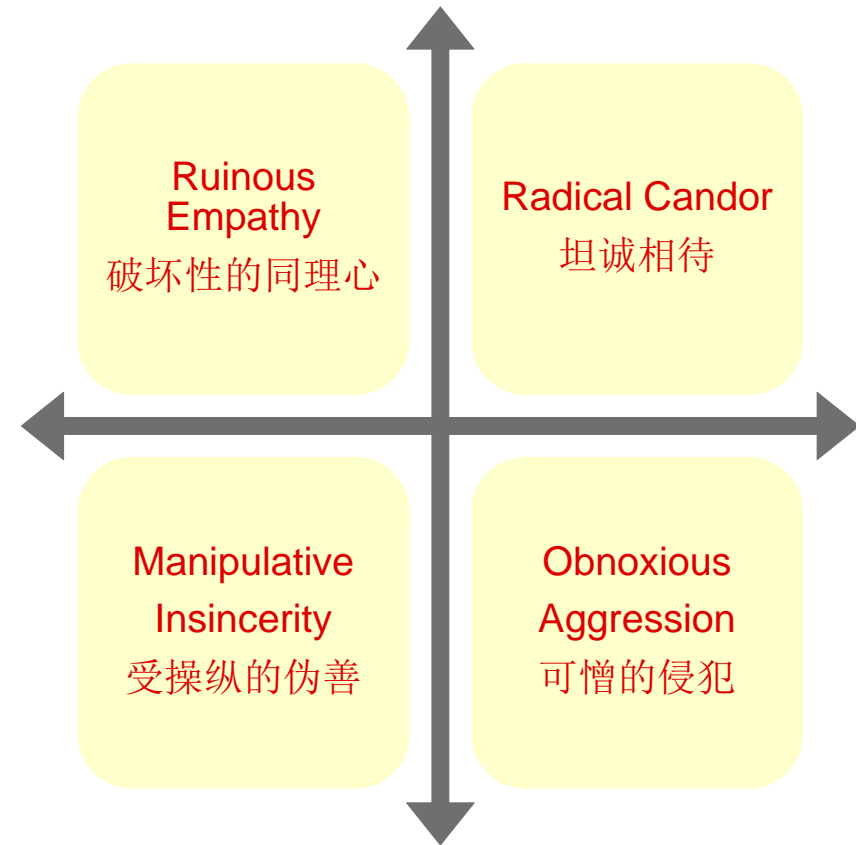
- 与所有管理1：1（1-2小时）会谈
- 与所有HRM 1：1会议
- 与行业人士了解行业
- 与候选人了解对手
- 立刻进入全速状态

人力资源：信赖



人力资源：信赖

- 从小但影响面大着手，并可以立刻效果的
- 建立个人诚信，敏锐而有系统地管理人际关系
- 一切从业务需求着手



专业：

专业是你的根本，是决定你个人的定位。由你的专业看出部门能力和在组织中可能的定位

人力资源：信赖 HR capabilities

HR Leadership Organization capability is strongly focused on HR leadership development. The following 5 key areas are critical to the leadership



人力资源：信赖（设计未来）

executive HR (eHR)

Organizational Role					
F.R.	F.R.	F.R.	F.R.	F.R.	F.R.

HR Organizational Role	Functional Role
<ul style="list-style-type: none"> • Strategy: <ul style="list-style-type: none"> - Transfer business strategy to People Strategy (Design and Drive for implementation) - Understand business (e.g. participant in business meeting at least twice a year) and deliver HR solutions - Provide consulting from people and organization view • Drive change and company culture <ul style="list-style-type: none"> - Contribute to Vision 2018 - Role model - Leading Change - Live, breath and drive company culture • Take lead on organizational talent development • Design and develop HR organization, as well as HR leadership and competency • Take responsible for Budget (making, tracking, implementing) • Make decisions on HR policies and guidelines etc. 	<ul style="list-style-type: none"> • HR Functional Strategy <ul style="list-style-type: none"> - Set up and implement HR functional area strategy (e.g. OD Talent Development, Employer Branding, Hiring, C&B, HR BP etc.) which in line People Strategy • Drive HR functional change <ul style="list-style-type: none"> - Develop and implement efficiency HR systems, process (procedure, process, tools) best in class - Department change management, • Synchronize and accelerate HR cross functional synergy • Develop HR function expertise to provide quality and efficient solutions • Lead and manage HR function team by setting up and achieving stretch goals and KPIs • Make decisions on own responsibility area

睿智：

睿智是你的高度，是决定你们部门在组织的影响力和业务中的定位

人力资源：睿智



What is Next 下一步

人力资源：睿智

An illustration of an iceberg floating in a blue ocean. The tip of the iceberg is visible above the water surface, while the much larger, jagged base is submerged below. The text is overlaid on the water surface.

“进一步挖掘冰山下的宝藏：领导力情商和企业文化”

人力资源的定位？



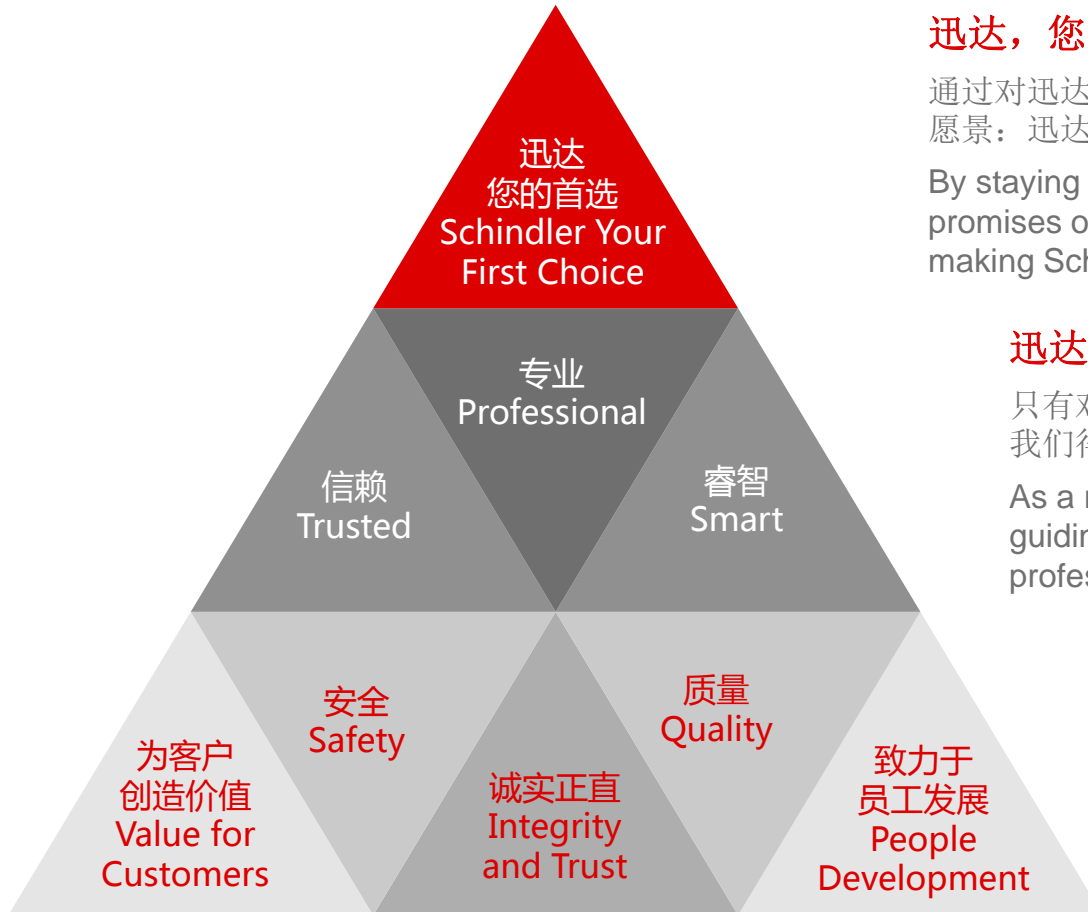
People Strategy 人才发展

Support our business by supporting our people
通过帮助我们的员工来支持公司的业务发展

“Winners never quit and quitters never win!”

迅达，您的首选 Schindler, Your First Choice

价值主张 Value Proposition



迅达，您的首选 **Schindler, Your First Choice**

通过对迅达核心价值观以及价值主张的理解和实践，让我们能够达成迅达愿景：迅达，您的首选！

By staying true to the Schindler core values and fulfilling the added value promises of the Value Proposition, we will achieve our ambition of making Schindler Your First Choice

迅达价值主张 **Schindler Value Proposition**

只有对我们的客户信守承诺，并以公司核心价值观指导我们的行为，我们得以成为值得信赖的、专业的、睿智的伙伴。

As a result of delivering on the promises to our customers and guiding our actions with core company values, we become trusted, professional and smart partners.

迅达核心价值观 **Schindler Core Values**

迅达员工提倡并实践公司的核心价值观。

Schindler employees promoting and living the core company values.