



知享会

HR Excellence
Center



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Talent Management Total Solution

人才管理全面解决方案

Outline

⑩ The basics of farmer mentality

⑩ 农民心态 的基本要素

⑩ The Equation of best talent

⑩ 最佳人才的公式

⑩ The total solution of talent management

⑩ 人才管理全面解决方案

What Brings A Good Harvest? 什么带来好收成?



The Basics of Farmer Perspective

农民视角的基本要素



The Right Season

合适的季节



- ⑩ What stage of business is your company at?
- ⑩ 你公司的业务现在处于处于什么阶段?
- ⑩ How will business evolve in the next 3 to 5 years?
- ⑩ 未来3到5年会有什么样的增长?

The Right Crops

合适的庄稼



⑩ What does your company rely on as bread and butter?

⑩ 你公司的主营业务是什么？

⑩ What's the market trend/pace of change?

⑩ 市场变化的趋势/速度是什么样子？

⑩ How does your product pipeline look like?

⑩ 你的新产品线处于什么阶段？

The Right Quality of Seeds

优质的种子

- ⑩ How does your core competency relate to the “right season” of your business?
- ⑩ 你公司的人才能力模型怎样与业务结合？
- ⑩ Is there a standard mapping process of core requirements of all key positions?
- ⑩ 重要岗位的招聘是否事先对其要求明确并一直？
- ⑩ Is there enough emphasis on character rather than just competency?
- ⑩ 在重视能力的同时是否对品格予以足够的重视？
- ⑩ Does your workforce planning cover the needs of key positions in the next 3 to 5 years?
- ⑩ 人才规划是否涉及未来3到5年所需要的重要岗位？

The Right Field- What Does the Seed Need to Thrive up? 合适的田地-种子茁壮成长需要什么?



昵图网 www.nipic.com BY: navyxia

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What Does the Seed Need to Thrive up? 种子茁壮成长需要什么？

the right
soil

Sufficient
water

sunshine

fertilizer

cultivation

The Equation of Best Talents

最佳人才公式



⑩ Best talents = high potential + the right environment

⑩ 最佳人才=高潜力+合适的环境

There are no best talents, only best environment 没有最佳人才，只有适合人才发展的最佳环境

Reflection on Talent Management

关于人才管理的一些思考



⑩ What has been easily overlooked from the farmer mentality?

⑩ 从农民的视角来看人才管理，有什么容易被忽略？

⑩ What special efforts can help the seed stand out of competition?

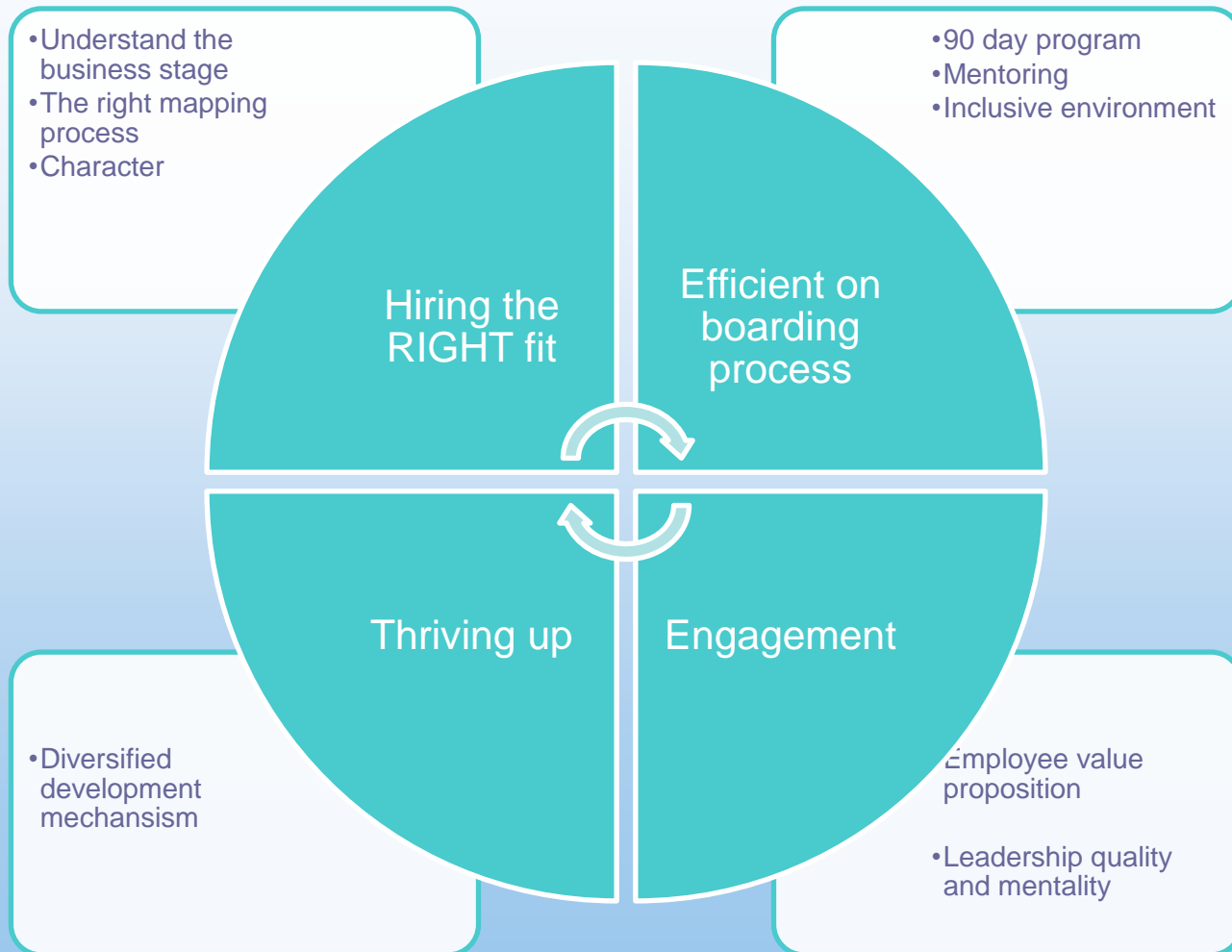
⑩ 什么样的额外努力可以帮助种子脱颖而出？

⑩ What's HR's role in cultivating the soil and nurturing the seeds?

⑩ 在呵护种子成长的过程中HR 的角色是什么？

The Total Solution of Talent Management

人才管理全面解决方案



The Concept of Human Character

品格的概念



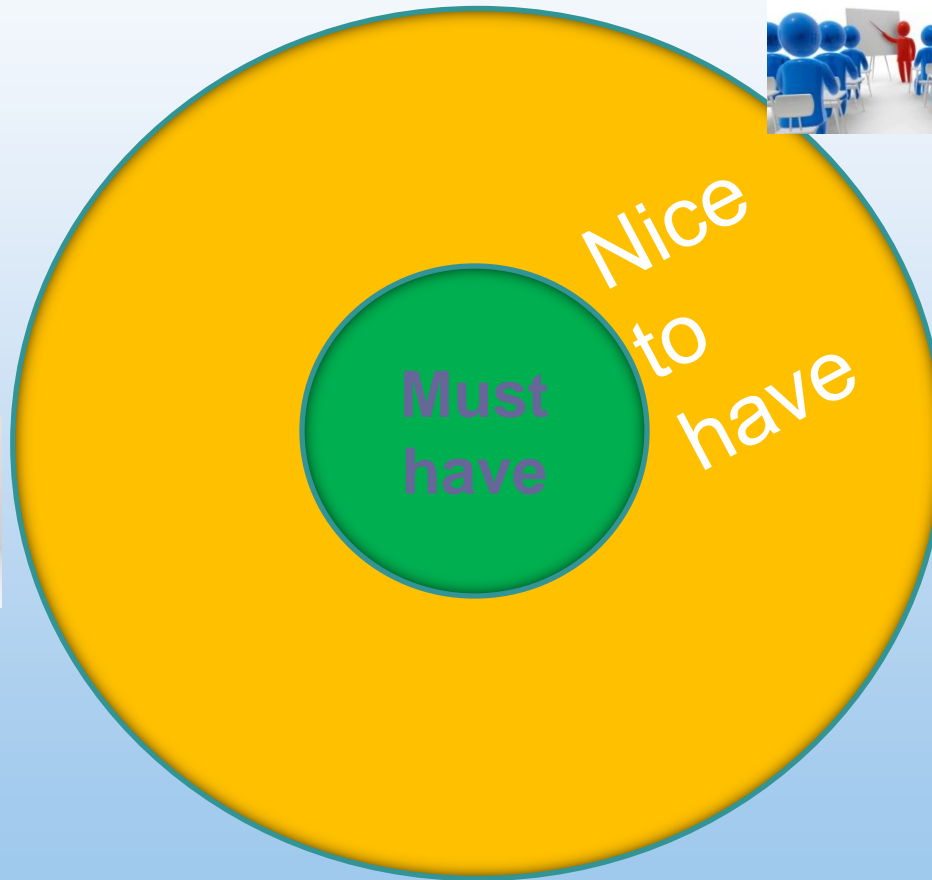
Some Key Characters For Success



- ⑩ 谦逊
- ⑩ 温和
- ⑩ 无私
- ⑩ 包容
- ⑩ 乐观
- ⑩ 诚信
- ⑩ 果断
- ⑩ 感恩
- ⑩ 耐心
- ⑩ 坚忍不拔

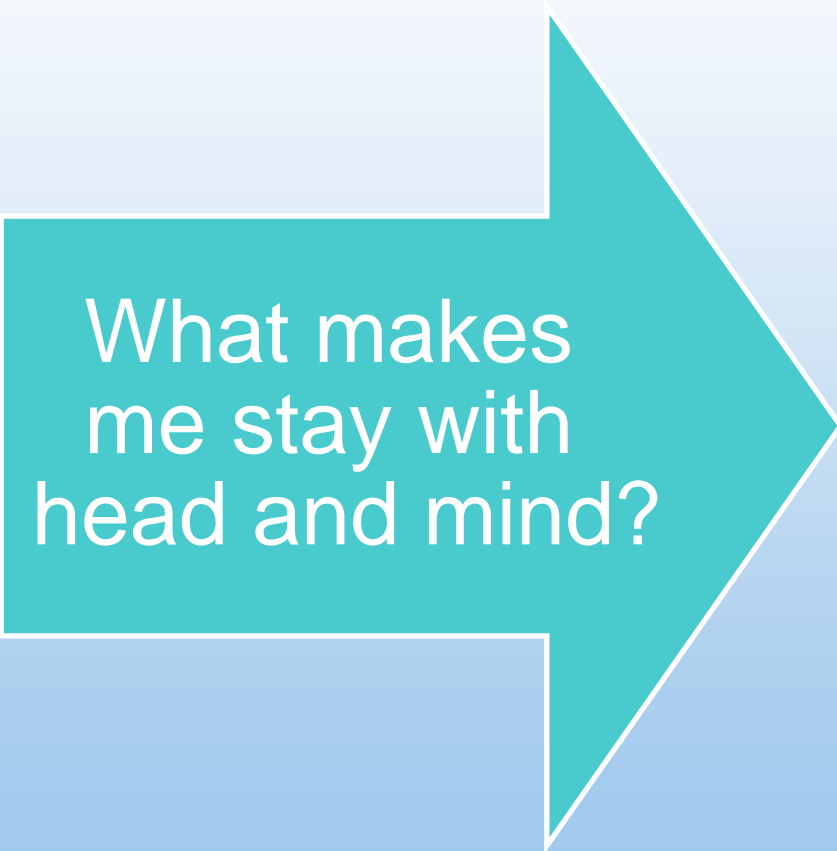
A Competency Requirements Mapping Tool

确认岗位能力需求的一个工具



Employee Value Proposition

员工价值观定位



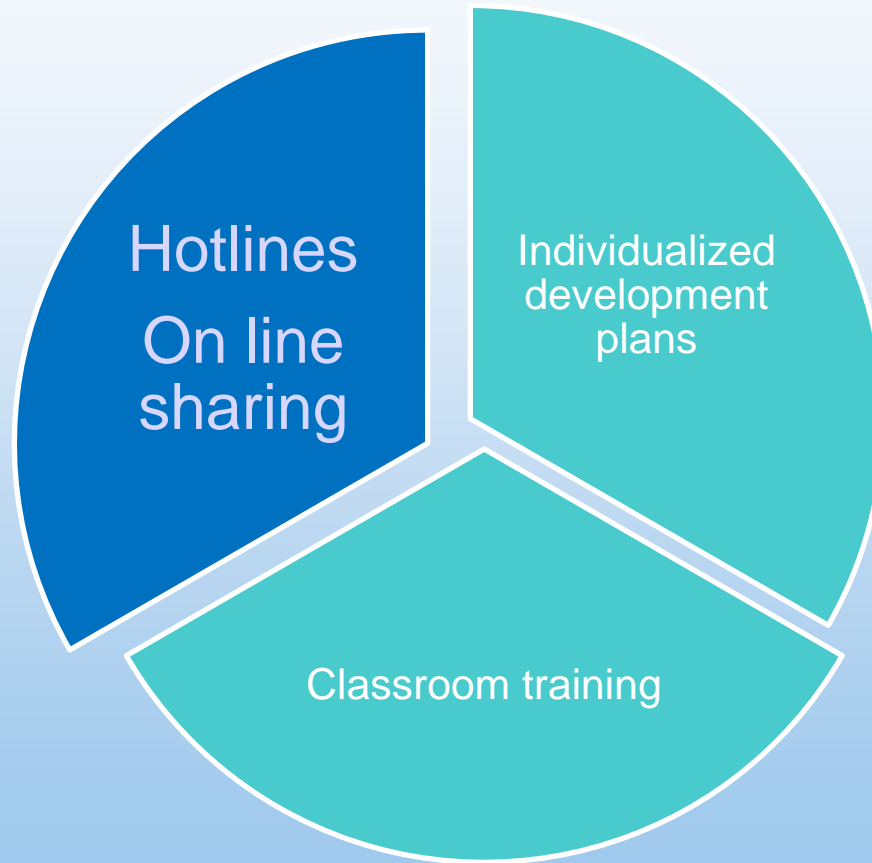
What makes
me stay with
head and mind?



What do I
contribute?

Talent Development Mechanism

人才发展机制



Provide Your Key Talents with Tailored timely support 为你的核心人才提供及时的定制支持



- ⑩ First 100 days for new members
- ⑩ 新上任100天
- ⑩ Role change and transition
- ⑩ 工作变更和变革转折
- ⑩ Exposure to Senior Management team
接触高层的机会
- ⑩ Opportunity for overseas assignments
- ⑩ 海外轮岗的机会
- ⑩ Exposure to external best practice
- ⑩ 了解外面的最佳实践