



第十九届中国人力资源业务伙伴年会

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Fantastic CAMP Young

2017 GSC Youth Development Community 2017 施耐德电气全球供应链 青年发展团体





AGENDA.

01.

What is Fantastic CAMP Young? 什么是Fantastic CAMP Young

One platform, one community, one Schneider
同一个平台，同一个团体，同一个施耐德

02.

How is this community running? 这个团体如何运转？

Community master rotation, self-owned 3E development approach, development demand needs analysis, annual YT forum

03.

2017 Fantastic CAMP Young Roadmap

Events to be executed in 2017
活动在2017年正式施行

04.

Q & A

Your creative ideas and constructive comments
Your doubt needs to be answered.

Fantastic CAMP Young

A fantastic **C**ommunity of **A**ctive, **M**utual help, **P**assionate **Y**oung People

Objective :To attract and support young people engage in GSC China business. Build up a Young talent pool with quality for strengthen GSC CHINA talent pipeline

目的：为了吸引并支持年轻员工加入到施耐德电气全球供应链中国的业务。打造一个有质量的年轻人才库，以期增强施耐德电气全球供应链中国的人才梯队。

One Platform



A place to get valuable resources & stretch via various opportunities
一个可以通过任意机会获得有价值的资源的地方

More visibility for young people to engage in business challenge

One Community



A group with over 90 young people, 17 fresh graduates and more to enrolling

一个拥有90余人，其中有17人未来甚至更多为应届毕业生组成的团体

Driven by passionate and attracted by new Tech & VUCA

被热情所驱动，被新兴技术及VUCA所吸引

One Schneider

Schneider

A program connect all Young people under 30 in GSC China
一个涵盖了施耐德电气全球供应链中国区所有30岁以下年轻员工的项目

No boundary between Clusters/BU/even Region

不分群体，不分业务，甚至不分地区

We are the owner for career development. We decide who we want to be. And we 'd like to get support from professional about how to integrate our development plan with business challenge.....

我们是职业发展的主人。我们决定自己想要成为的样子。我们想要从专业的同仁那里获取支持，想知道在面对业务挑战时，要如何整合我们的发展规划.....

How is this community running?

这个团体怎么运转？

Community Structure 团体结构

Running Mechanism 运转原理

Community master

rotation scheme

团队主导轮岗计划



Business-oriented
development needs

analysis

业务导向的发展需求分析



Diversified
development approach
following 3E approach

多样化的发展渠道



Young
people
centricity
青年员工中心性



Regular catch up via
Bi-monthly gathering
每两个月集合一次来跟
进项目情况



Shining ourselves via
various channels
通过各种渠道表现自己



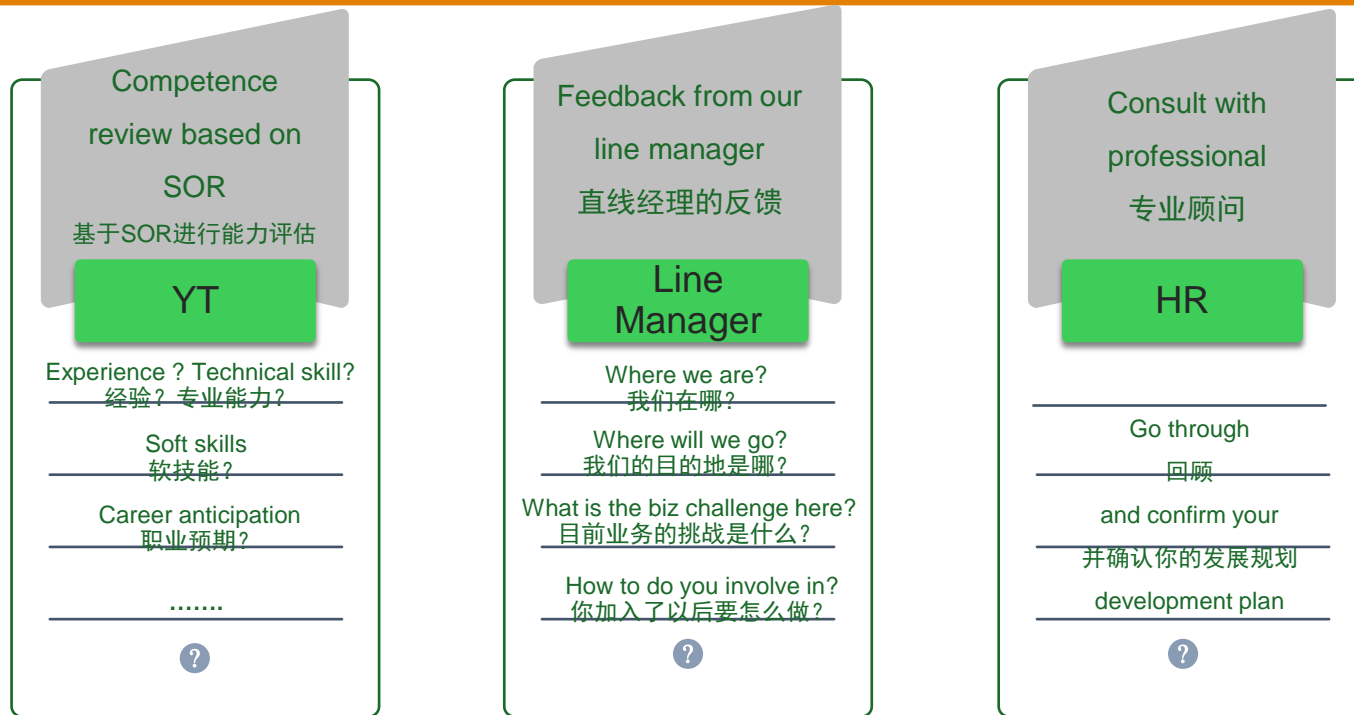
Annual Young Talent Forum
年度青年人才论坛

How is this community running?

Business-oriented development needs analysis

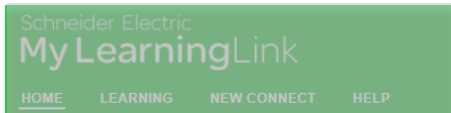
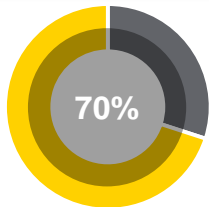
以业务为导向的发展需求分析

SCOPE



Young people need to decide what kind of future leader we want to be. Based on our anticipation, we will learn to make full use of the resources we can reach to
青年员工需要决定未来我们想成为哪种领导人。基于我们的预期，我们将会充分利用所有可用资源。

How is this community running? → 3E

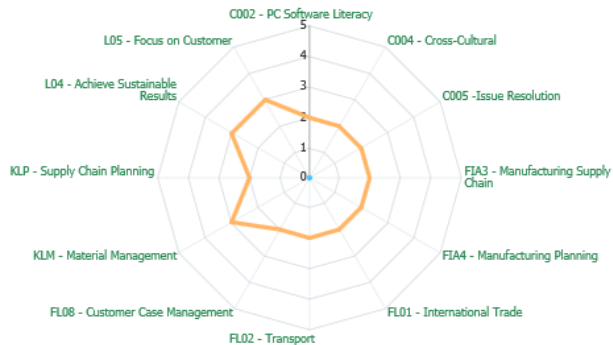


Self learning 自学

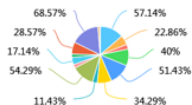
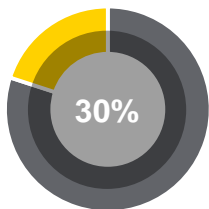
Make full use of resources through my learning link
通过我的学习链接充分利用资源



MLL: Your Job Code → Possible resources → Capability improvement
你的工作代码 → 潜在的资源 → 能力提升



Education



Topic Sharing 话题分享

What are the key words in today's world? 当下，最热的词是哪些？
What are the characters for future leader? 未来的领导者是什么样的？

A questionnaire to collect needs 收集需求的问卷

→ Questionnaire design & Launch Mar. 22nd 3月22日设计问卷并发布

→ Collect final results & give out sharing calendar Mar. 31st

3月31日收集最终结果，并给出分享日历

→ Reach out to all the resources in or outside Schneider Mar. 31st - Dec

3月31日-12月 搜索施耐德内外部所有相关资源

→ First topic sharing Apr.

4月 分享第一个话题



How is this community running? → 3E



Young Talent Performance Goal 年轻人才的绩效目标

Chance to work in cross functional projects dealing with real business challenge
有机会在各种跨部门的项目中应对真实的业务挑战

| Improve key process capability | | |
|---|---|--|
| Initiative Leader: Xu Jianmin | | |
| Objectives / Vision <ul style="list-style-type: none"> Improve target processes capabilities via enhancing process management and related competence development | Key Indicators <p>Target Commodity/process SDPM</p> <p>Process audit results (high/low/average) improvement</p> | Main Actions <ol style="list-style-type: none"> Identify the target Commodity/process for high focus - Dec 14th Move newly leading team leader for the key process definition Identify the current responsibility manager for different processes - Dec 20th Review and update the map/line process audit management procedure Review and audit the process audit checklist |
| Accomplishments <ul style="list-style-type: none"> Apply online 2 for suppliers' competency and technology mapping done Finish online 49 training suppliers (11 S112) via Rakid (110 hours, 42 follow-up, 8 Group, 1 Rec, 10 clearing agent) Identify target key processes TOX Apply 2017 process TOX audit procedure Process audit general version drafted | Issues to Highlight <ul style="list-style-type: none"> Lack of specialist for hot treatment, special surface treatment, welding, ... Lack of covered resource for follow-up, feedback, Audit email Light workload for the key process suppliers mapping | Next Steps <ul style="list-style-type: none"> Organize some plants to introduce the initiative - Dec Key process related suppliers mapping - Feb Expensive resources spend on the supplier - Dec 27 Meet for the process audit job and audit procedure Make process audit plan base on the HSE tool - Feb Complete specific target processes audit checklist - Mar 2017 |

Covered 6 business fields, more than 15 projects we could have chance to work and learn from

Projects led by experts from their fields: Ginger Shu, Piao Jin, Sun Guangqing, Sammy Huang, Liu Zhaolei, Qing-Angela Xia (Project advertising done on Dec. 19th 2016)

Bidirectional choices between project leaders and young People, done by Mar.3rd

3月3日, 项目领导跟年轻员工之间进行双向选择

Clear goal setting via project card, will be done Apr.15th
4月15日, 通过项目卡片, 明确目标

Regular catch up with team and learn from each other
常规跟进团队合作, 彼此学习

Exposure
&
Experience

Young Talent Project Goal Setting Status Tracking

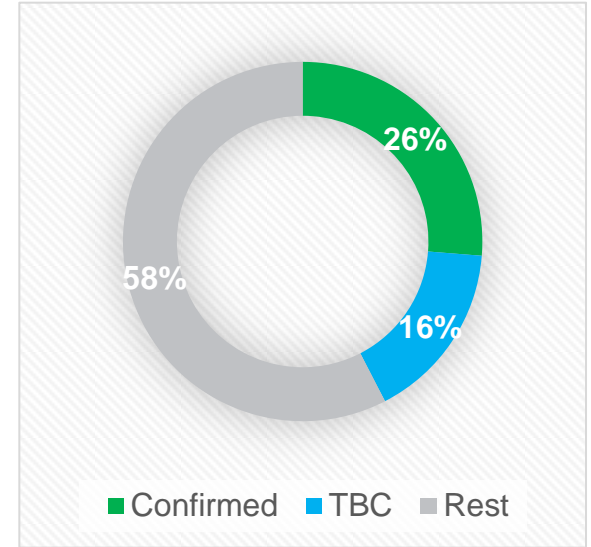
Performance goal landing will be done by Apr. 15th 4月15日 绩效目标落地

| Project Name | Project Source | Volunteer Name | Volunteer Plant/Function | Volunteer Cluster/Function |
|---------------------------------------|---------------------------|----------------|--------------------------|----------------------------------|
| Field Service Supply Chain transforma | Piao Jin/LOG | MENG Lisha | SSIC | MTS-MTO |
| Field Service Supply Chain transforma | Piao Jin/LOG | QIU Jun | LVTA | MTS-MTO |
| Improve key process capability | Guangqing Sun/ CS&Q & PUR | LIU Kun | SEMW | MTS-MTO |
| Upstream TSC 2.0 | Guangqing Sun/ CS&Q & PUR | WANG Nian | SEMC | MTS-MTO |
| GSC Young Talent Community | Qing-Angela Xia | WANG Nian | SEMC | MTS-MTO |
| Edison Nomination | Sammy Huang | HUANG Qian | Wuhan DC | LOG |
| Upstream TSC 2.0 | Guangqing Sun/ CS&Q & PUR | CHEN Jing | SEMW | MTS-MTO |
| Edison Nomination | Sammy Huang | YE Li | SEMW | MTS-MTO |
| Field Service Supply Chain transforma | Piao Jin/LOG | MENG Fanxin | SSD | Electronics |
| Field Service Supply Chain transforma | Piao Jin/LOG | ZHU Zhaoyi | SSPA | Central Function - SC Deployment |
| GSC Young Talent Community | Qing-Angela Xia | AI Fei | SEEE | ETO |
| GSC Young Talent Community | Qing-Angela Xia | CHEN Dan | SEMW | MTS-MTO |
| GSC Young Talent Community | Qing-Angela Xia | YE Li | SEMW | MTS-MTO |
| Edison Animation | Ginger Shu | MA HaiQiang | SEEE | ETO |

26 community members have landed in different projects as YT performance goal after bi-directional selection
在双向选择之后，26位团队成员参与过多种不同项目作为年度绩效目标

16 community members are currently seeking for project as YT performance goal under support from HRDs
16位团队成员在人力资源总监的支持下，正在寻求新的项目作为年度绩效目标

Regular catch up with team 定期追踪团队
Opportunities to learn from each other 彼此学习的机会



How is this community running? → 3E

Shining ourselves via various channels 通过各种渠道展现自己

E-Newsletter & Spice + Wechat Group

E-magazine quarterly to make our voice as a active community. 季刊电子杂志让团体活跃起来

Spice is the platform to share YT animation 在Spice上, 可以分享年度人才的短片

Wechat Group build the connection with us and Biz leader

微信群建立了我们与业务领导之间的联系

It's a digital way

To elaborate what is our community,

To share how we navigate our own career

To enjoy the process of learning & growing



Exposure
&
Experience

Regular catch up via Bi-monthly gathering

We are serious on what we will do. So regular catch up is the way for self-discipline
我们认真对待我们所有的一切。所以需要自律
It's a chance

To follow up YT goal execution status

To practice influence skills

To get more exposure and coach from experts



How is this community running? → Buddy program 伙伴计划

Senior Young talent should be a buddy for new comer 高级年轻人才应当成为新成员的伙伴

Target employee 目标员工

Youth to fresh graduated
年轻员工—应届生

Time period-6 month 周期-6个月

3 Days, 3 Weeks, 3 Months and 6months
三天，三周，三个月以及六个月

Cost 预算

Around 650 RMB per group
每组大约650元人民币

Benefit 福利

To new comer: Quick involved company and new environment, not strange 对新人来说:可以快速加入公司, 适应新环境

To company: retaining and company branding
对公司来说: 可以提升公司品牌

To department: start work right immediately and team building
对部门来说: 迅速开展工作及团建

To Us: learn from fresh blood, a chance of self-reflection
对我们来说: 是一个向新鲜血液学习, 自我反省的机会

➤ Budget approved 预算提升

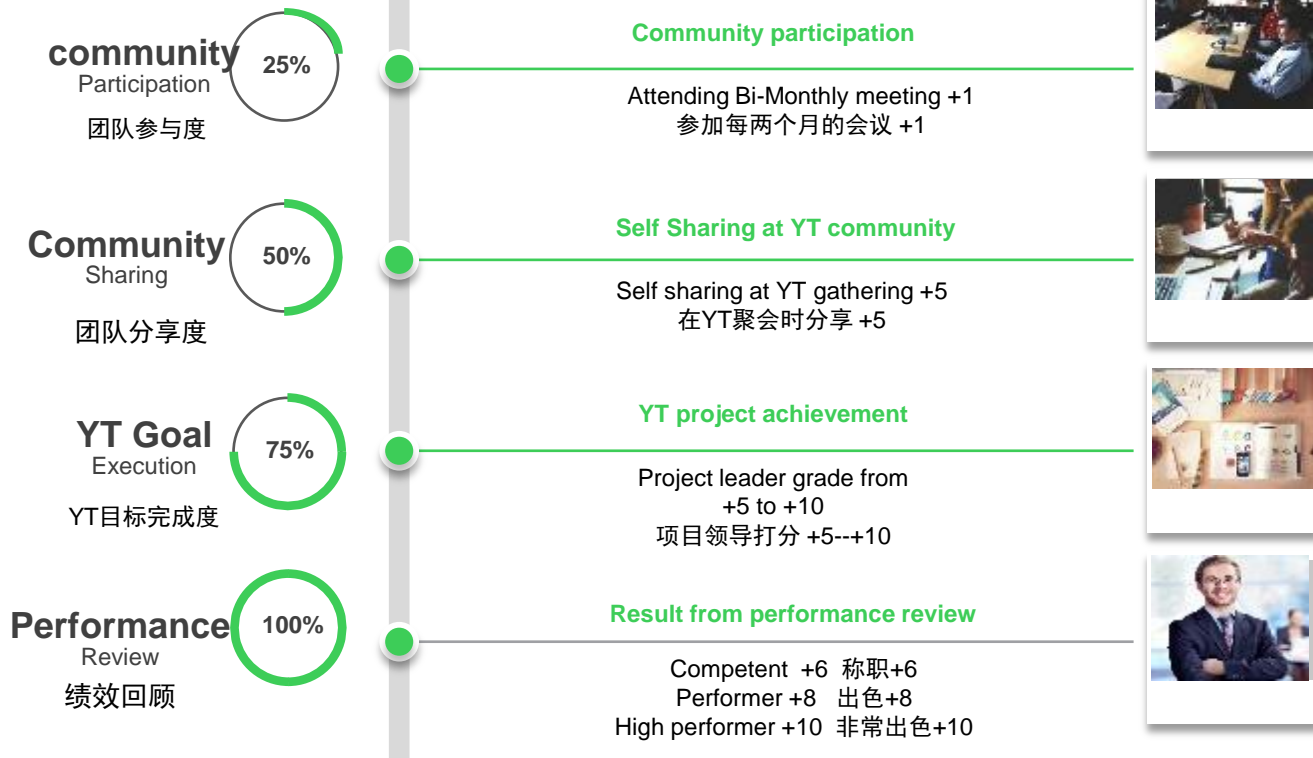
➤ Buddies are now in recruiting...伙伴正在招募中...



How is this community running?

Annual Young Talent Forum 年度年轻人才论坛

Using a scoreboard to select the Best of Best to participate in annual forum 使用积分板选出“最佳年度人才”参加年度论坛





The support we need from you

我们需要从你那里获得的支持

Participation 参与

From last year, not enough participation from young people & HR team

从去年可以看出, 年轻员工以及HR团队没有足够的参与度

Welcome to participate our regular meeting! 欢迎加入例会

Job Rotation 工作轮换

Hard to find opportunities of job mobility for young people

对年轻员工来说, 很难发现工作机动性的机会

Give green light for Young people mobility!

Experience 经验

Not enough engagement in cross-function business challenge

Share more attractive projects with us for young people! 和我们一起分享更多有趣的项目吧!

Exposure 曝光

We did a lot of things, but did not make our voice heard 我们做了很多事情, 却并没有让它们被知道

Your attention! 你的关注!





Fantastic CAMP Young 2017 Roadmap

- Community Master
团体主导人
- Topic sharing from
talents in GSC China
施耐德电气全球供应链
中国区人才的话题分享
- YT goal tracking
YT目标跟踪
- Buddy program
伙伴计划
- E-Newsletter
- Annual summary
年度总结

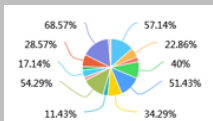
| Jan.-Feb. | Mar.-Apr. | May.-Jun. | Jul.-Aug. | Sep.-Oct. | Nov.-Dec. |
|-------------------------------|----------------------------|--|--------------------------|--|-----------------------------|
| Nian-Emily Wang | | | | | |
| Dan-Bonnie Chen | | Fei-Sophie Ai | | Li-Abbygale Ye | |
| | Own your career 掌握你自己的职业生涯 | AI: Threat or opportunity? AI: 惶恐还是机遇? | Future work model 未来工作模式 | Power to make the change 改变的力量 | Mindset & Achievement 思想和收获 |
| Quarterly Follow up | | Quarterly Follow up | | Quarterly Follow up | |
| Fresh Graduated In 应届毕业生加入 | | | | | |
| Quarterly Issue | | Quarterly Issue | | Quarterly Issue | |
| YT assessment scheme 青年人才评定计划 | | | | YT Annual forum 青年人才年度论坛 Date: TBD 时间: 待定 | |



Events executed in Q1

Mar.17th : Questionnaire Kick off 3月17日问卷启动
Done by Mar. 31st 3月31日完成

- Design设计
- Distribute分配
- Consolidate巩固
- Analysis分析



2017 GSC Youth Community kick off
Done by Mar. 23rd

- Kick off 2017 Plan with all 开启2017年计划
- Training needs feedback 培训需求反馈
 - New Volunteer新的志愿者

Mar. Community Master handover
Done by Mar. 27th

- Community member list 团队成员名单
- Scoreboard tracking 积分板情况跟踪

...

What's coming next? 下一步是什么呢?

Mar. : YT Performance Goal Landing

- Interview in process 根据进度回顾
- Re-engage new comer 再次鼓励新人加入
- Landing Project card 落地项目卡片

Apr. : E-newsletter Brainstorming

- Engage YT who's interested 选用感兴趣的年轻人才
- Format design 版式设计
- Review with program leader 与项目领导回顾



Your

Thoughtful comments, Ideas, Doubt 欢迎给出你的点评、想法以及疑问

Q&A



A man with glasses on his head, wearing a light purple button-down shirt, is smiling and looking towards the left. He is sitting at a desk with a laptop in front of him. In the background, there is a blue filing cabinet and some office supplies. The overall scene is an office environment.

THANK YOU.

A photograph of a man in a light purple shirt sitting at a desk in an office. He is smiling and looking towards the right. His glasses are perched on his head. The background is a blurred office environment with a blue storage bin and some papers. A large white text overlay is centered on the image.

演讲嘉宾对翻译内容概不负责，敬请谅解