



第二十四届组织发展年会

2020年9月9-10日，上海





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OTIS ELEVATOR

文化浸润 组织增效

Claire於是清
人才发展高级总监
奥的斯亚太及中国区



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OTIS 概览

每天在全球运送
乘客约**20**亿人次

我们是全球领先的电梯、自动扶梯和
自动人行道产品供应商

OTIS

2019年销售
~131亿美元

全球维保数量
> 200万台

全球员工
~ 69,000名

全球维保工程师和工程技术人员
~ 40,000名

行业领先的创新传承
166年

提供产品和维修保养服务
为200多个国家和地区

OTIS发展新篇章

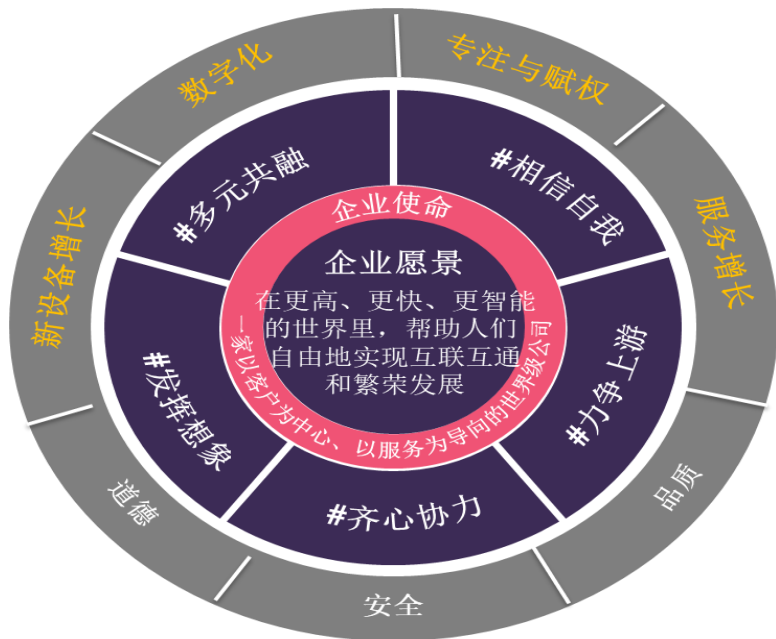
奥的斯独立运营



OTIS
LISTED
NYSE



文化是愿景和使命实现的土壤



想象力

在尝试中创新，承担可控风险，构建竞争优势



协作

组织目标高于个人目标
全力提升奥的斯整体业绩



同理心

客户体验为先
开阔思路，果断行动，改善交付



赋能

通过授权、信任、给予资源
培养人才，允许出现失败



包容

积极聆听
重视不同意见

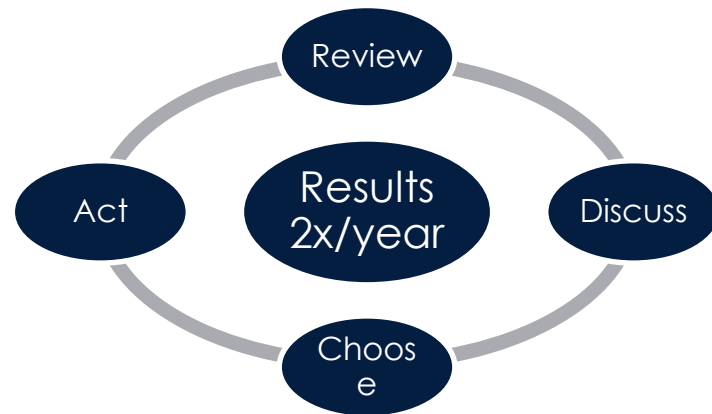


节奏

以效能和速度致胜
设定更高期望
发扬主人翁精神



文化与敬业度携手前行



文化吸引人才，人才展现文化



Talent

人才



Experience

体验



Culture

文化



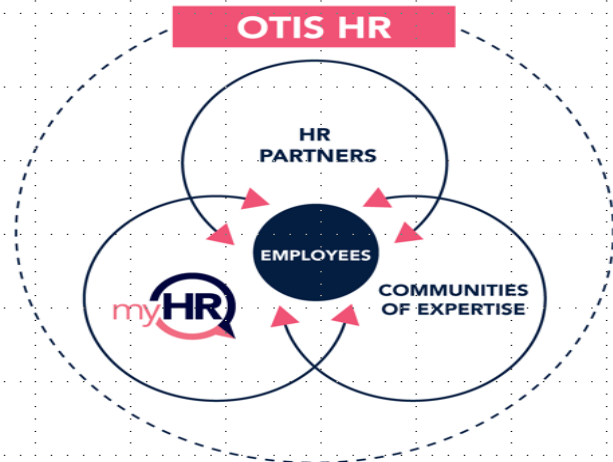
Capabilities

能力



Potential

潜力



Talent Vision for Otis

The headline

People that move you

The promise

- Exciting, purposeful work
- Workforce of tomorrow
- Meaningful career opportunities for people to grow
- A place where our people can be themselves and where the best idea wins

The levers

Talent Acquisition

Learning

Diversity & Inclusion

Change Management

Talent Management

The foundation

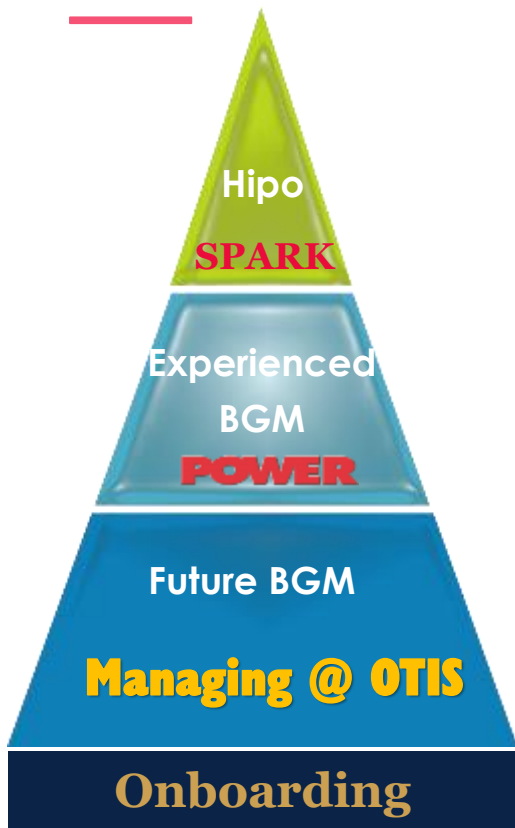
Culture Statements & Leadership Behaviors



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发展人才，促进业务



Spotlight

E-LEARNING
在线学习平台开通啦!

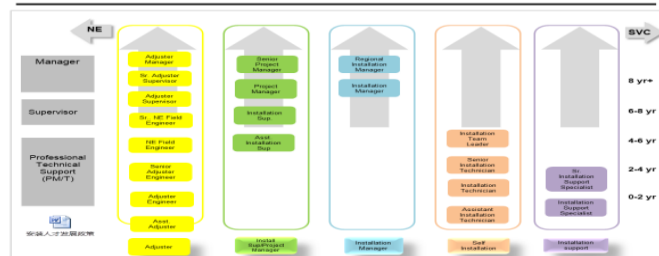
一线员工发展



服务技师技能带位晋升流程



FOD Talent Development Roadmap – China Area



A group of diverse young adults are shown from the chest up, smiling and laughing joyfully. They are positioned on what appears to be a rooftop or balcony, with a soft, warm sunset sky in the background. The lighting is golden and slightly hazy, creating a relaxed and happy atmosphere. The group includes a woman with long blonde hair in the foreground, a man with short dark hair behind her, a woman with dark hair in the middle, and a man with short brown hair on the right. They are all looking towards the right side of the frame.

Made to
move you™

OTIS