



第十六届人力资源业务伙伴年会

2020年10月27-28日，北京





联系我们

地址：上海市武宁路99号我格广场办公楼1001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





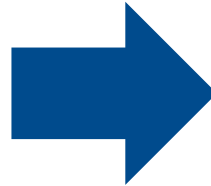
培养未来领导

2020 OCT

Talent Management at Emerson

TALENT REVIEW

A part of our planning process to **assess** our **talent pools** and identify **individual development plans**

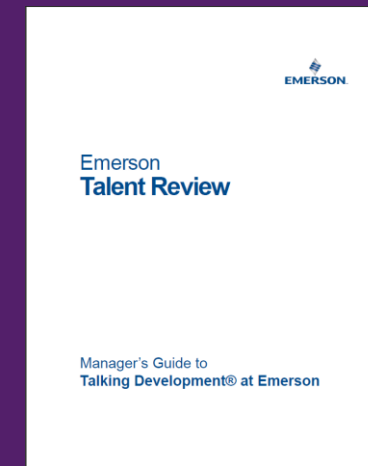
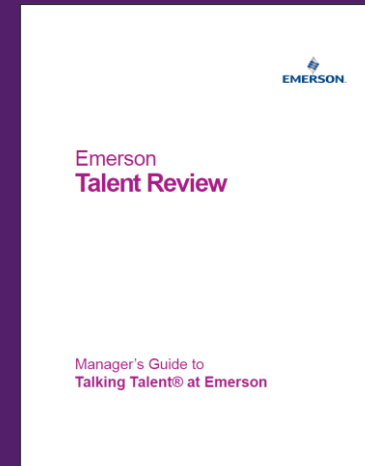


ORGANIZATION REVIEW

A part of our planning process to **discuss leadership pipelines**

Emerson Talent Review

Emerson Talent Review is a part of our Organizational Planning process used to assess our Talent Pools and identify Individual Development Plans.



为什么要做人才盘点

各类现象...

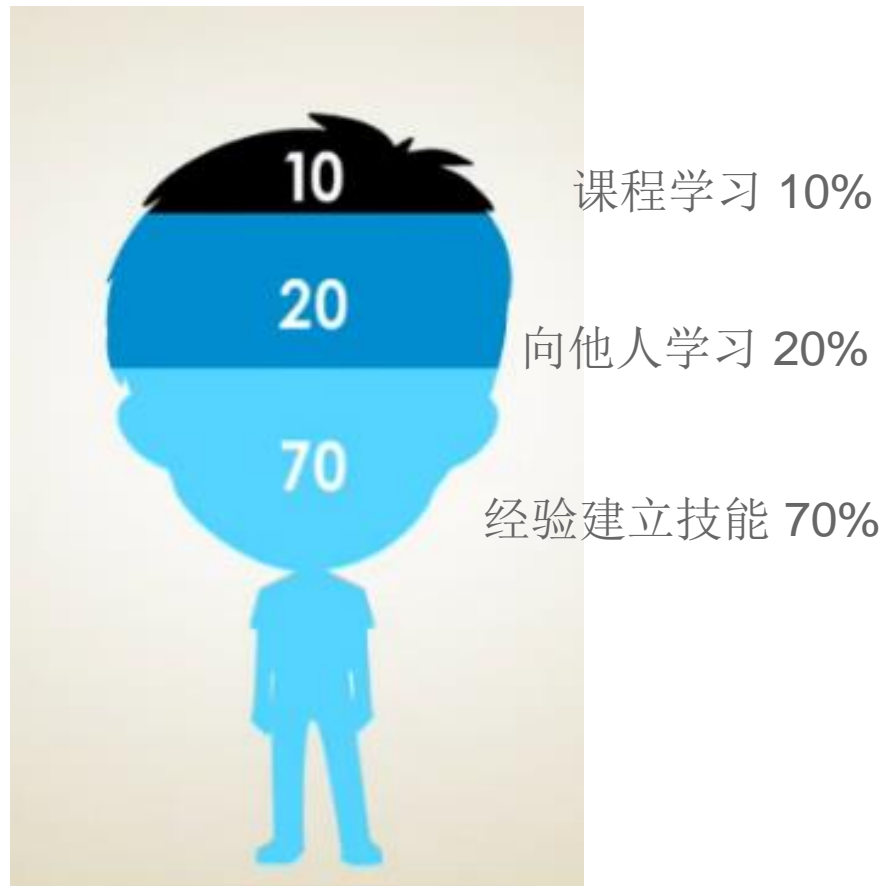
- 1 新业务开拓之际，人才不够用了
- 2 业务转型之际，人才不好用了
- 3 收购兼并之际
- 4 组织大了，领导/管理层没法掌握那么多人的状况了
- 5 对人才标准的认识不统一，说的不是同一种“语言”
- 6 对人才的评价不一致，选用育留时各种声音纷纷扰扰
- 7 欠缺良好的人才观和用人文化
- 8


成人学习模式-大多数学习来自经验(实践)

Adult Learning Model – Most Learning Comes From Experience (doing)


数以万计高管和经理们的经验报告显示，
六个形成改变和成长的关键要素：

- 1.更具挑战性的工作.
- 2.现有本职工作中的发展项任务
- 3.职业榜样, 教练, 导师.
- 4.反馈.
- 5.课程和阅读.
- 6.个人学习.

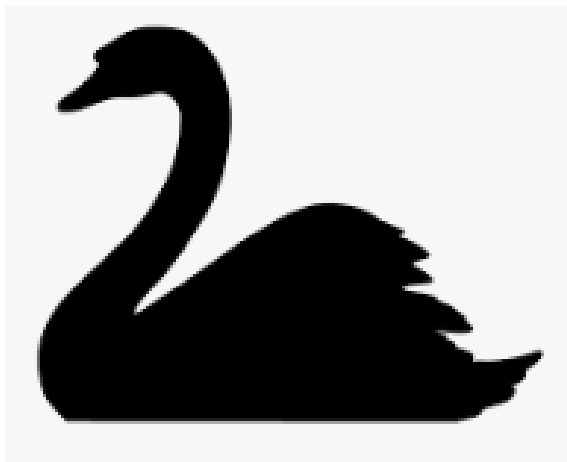


 培训，工作坊，研讨会等。培训计划

 给与反馈，辅导，教练等。导师计划

 给予有挑战性的团队任务和个人任务，在实践中学习。行动学习

看不见的黑天鹅
Black Swan



看得见的灰犀牛
Gray Rhino



后疫情时代

Post Pandemic Period

日常生活重回正轨
Resume Daily Life

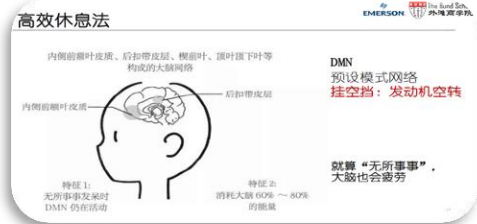
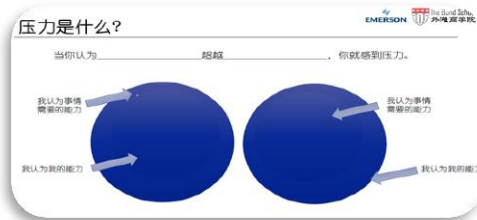
居安思危渐成常态
Be Prepared For Danger
In Times of Safety

改变消费习惯
Change Spending Habits

Pressure Management Trainings for Key Employees and Self-Disruptive Leaders Workshop

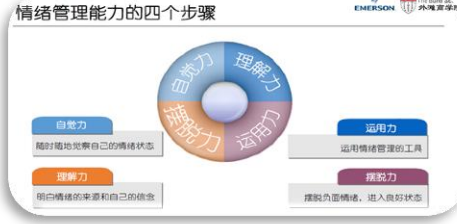
Emotion & Stress Management Training

1. 压力认知与管理 Stress cognition and management



3. 高效休息法 Efficient rest method

2. 血液类型与情压模式 Blood type and emotional pattern



4. 情绪认知与管理 Emotional cognition and management

Self-Disruptive Leaders Workshop

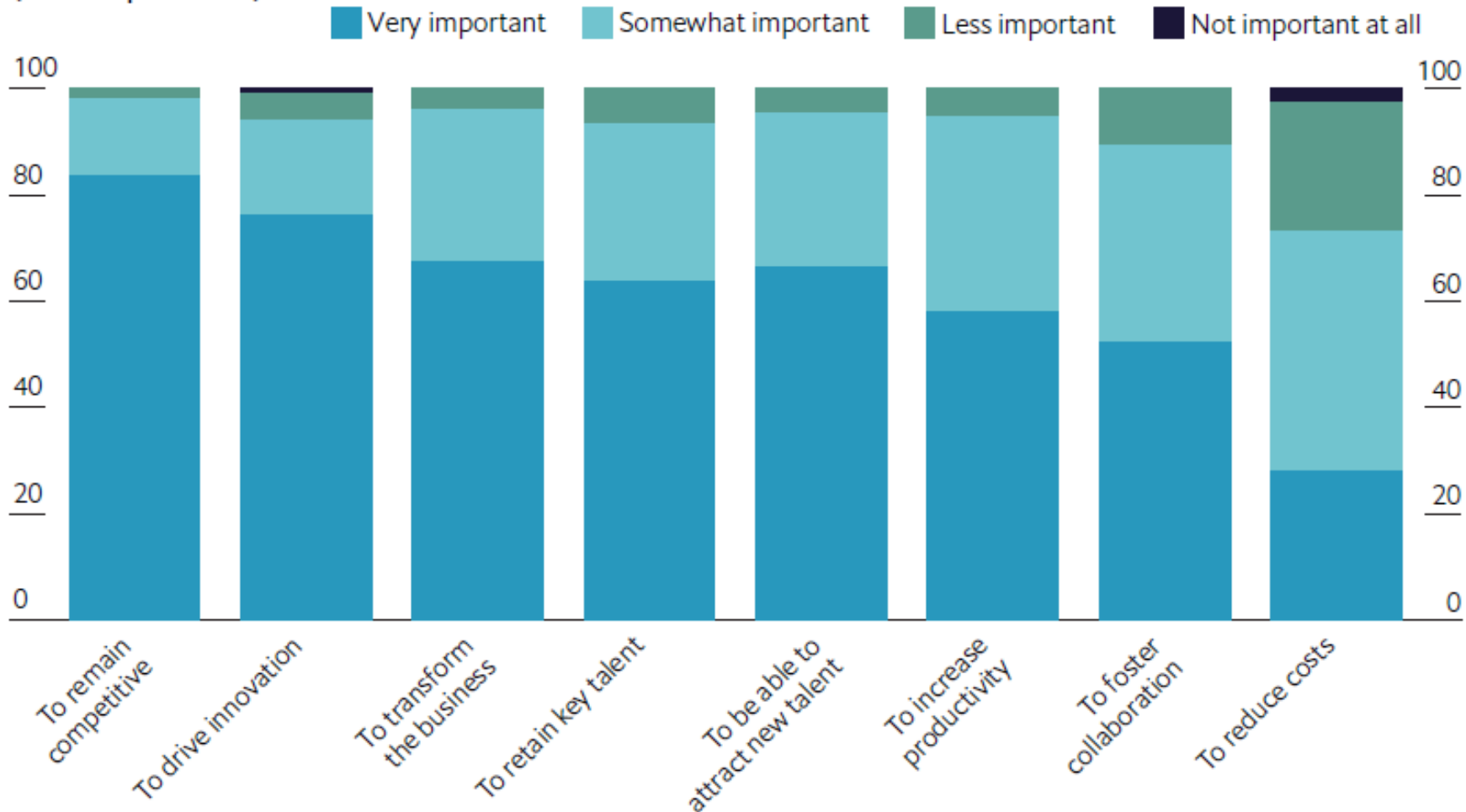


A Future Ready Workforce

Competitiveness, And A Desire To Push Innovation And Transform The Business Are Identified As The Key Drivers Of Efforts To Build A Future-ready Workforce

Chart 1. What are the key drivers behind your efforts to build a future-ready workforce?

(% of respondents)

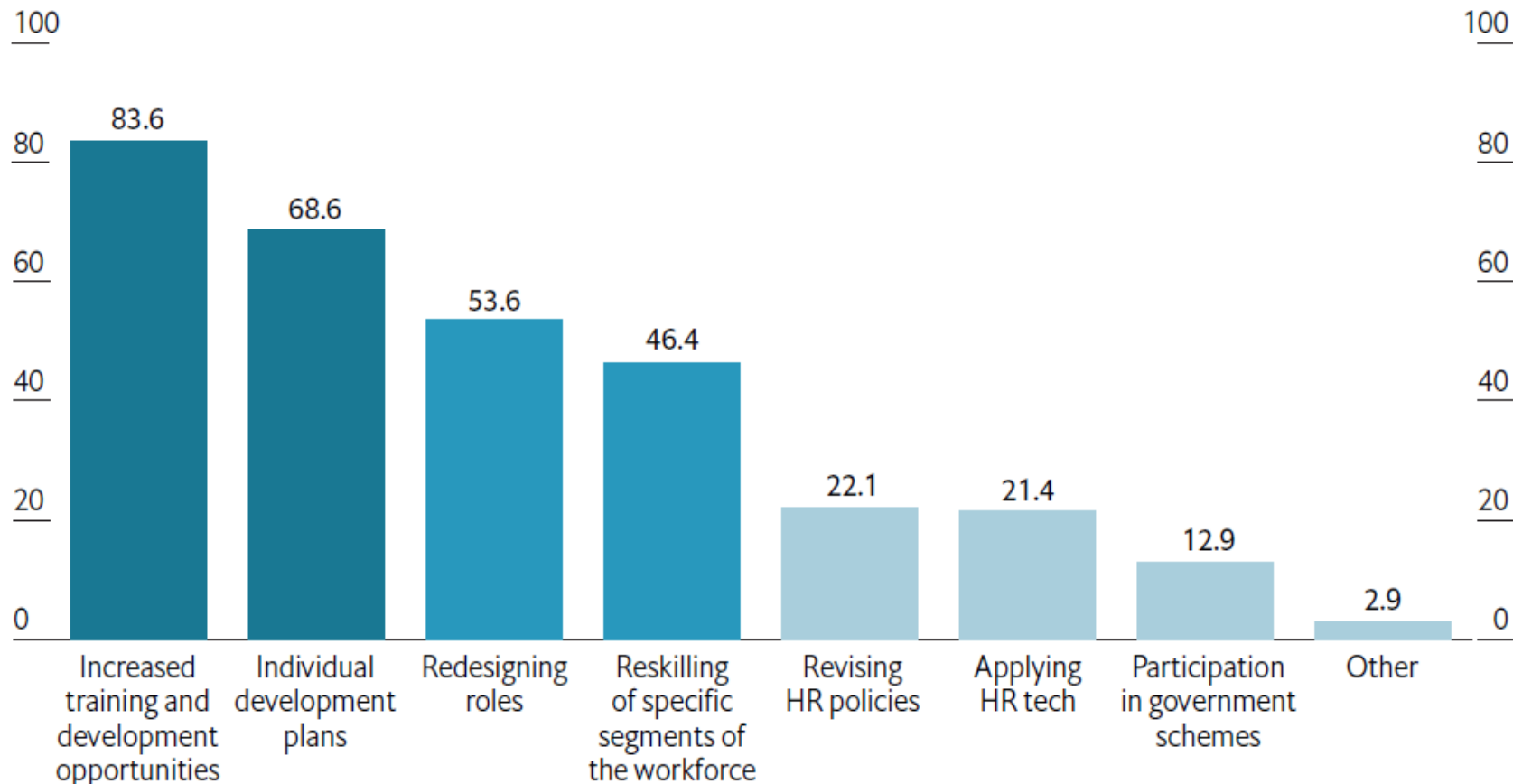


Source: The Economist Corporate Network

More Agile Ways Of Working Also Call For A Culture Of Continual Training

Chart 10. What efforts, if any, are you taking to rejuvenate the existing workforce?

(% of respondents; multiple responses possible)

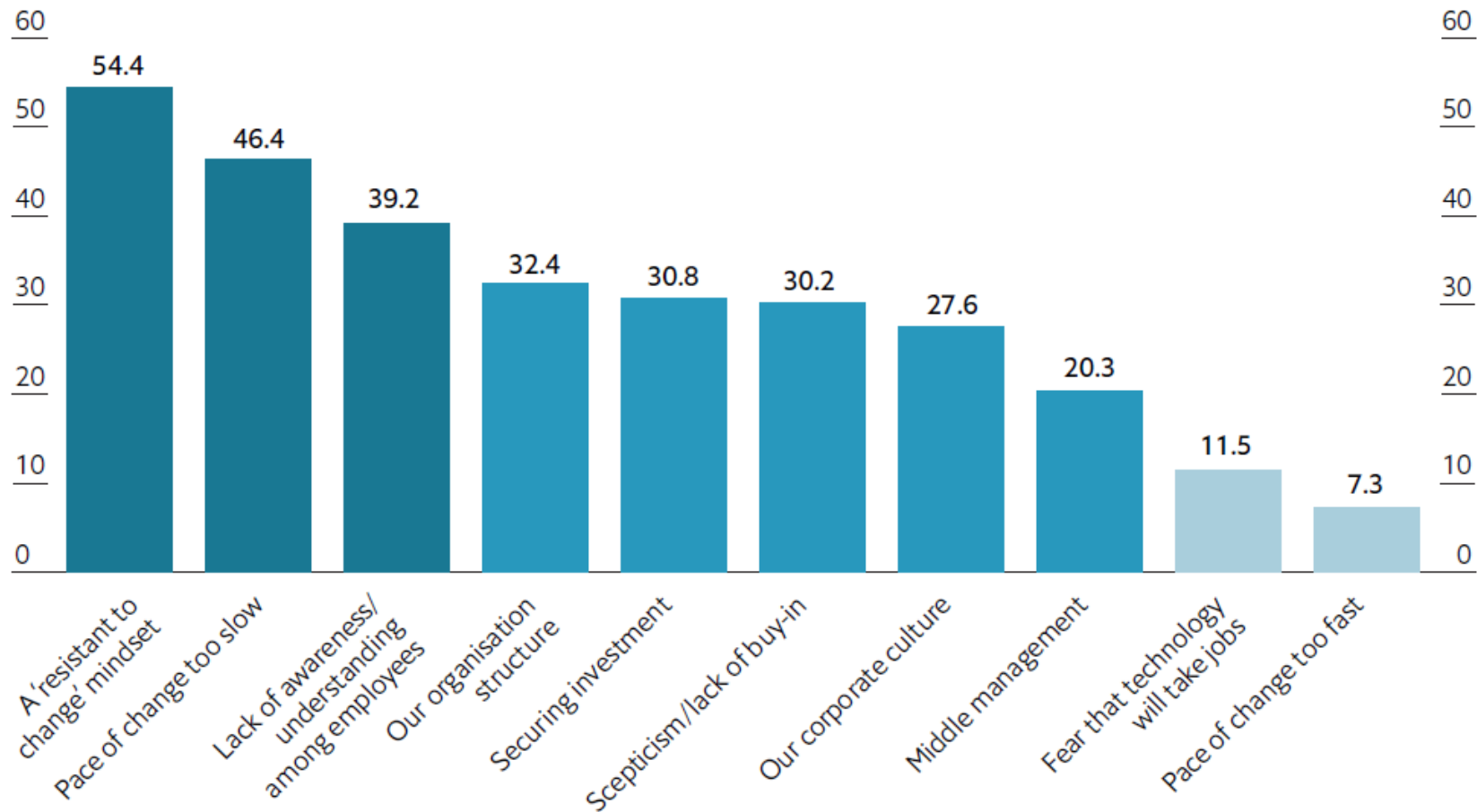


Source: The Economist Corporate Network

A Resistant To Change Mindset Is The Key Challenge To Overcome

Chart 23. What are the key internal challenges that you face in terms of developing a future-ready workforce? Select top 3 responses

(% of respondents)



Source: The Economist Corporate Network