



Stiinta de a aduce si de a pastra cei mai buni angajati

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Context, inteligenta, talent si munca

Echilibru intre **presiunea din business** vs **performanta angajatilor**

Cultura organizationala care favorizeaza dezvoltarea si performanta angajatilor



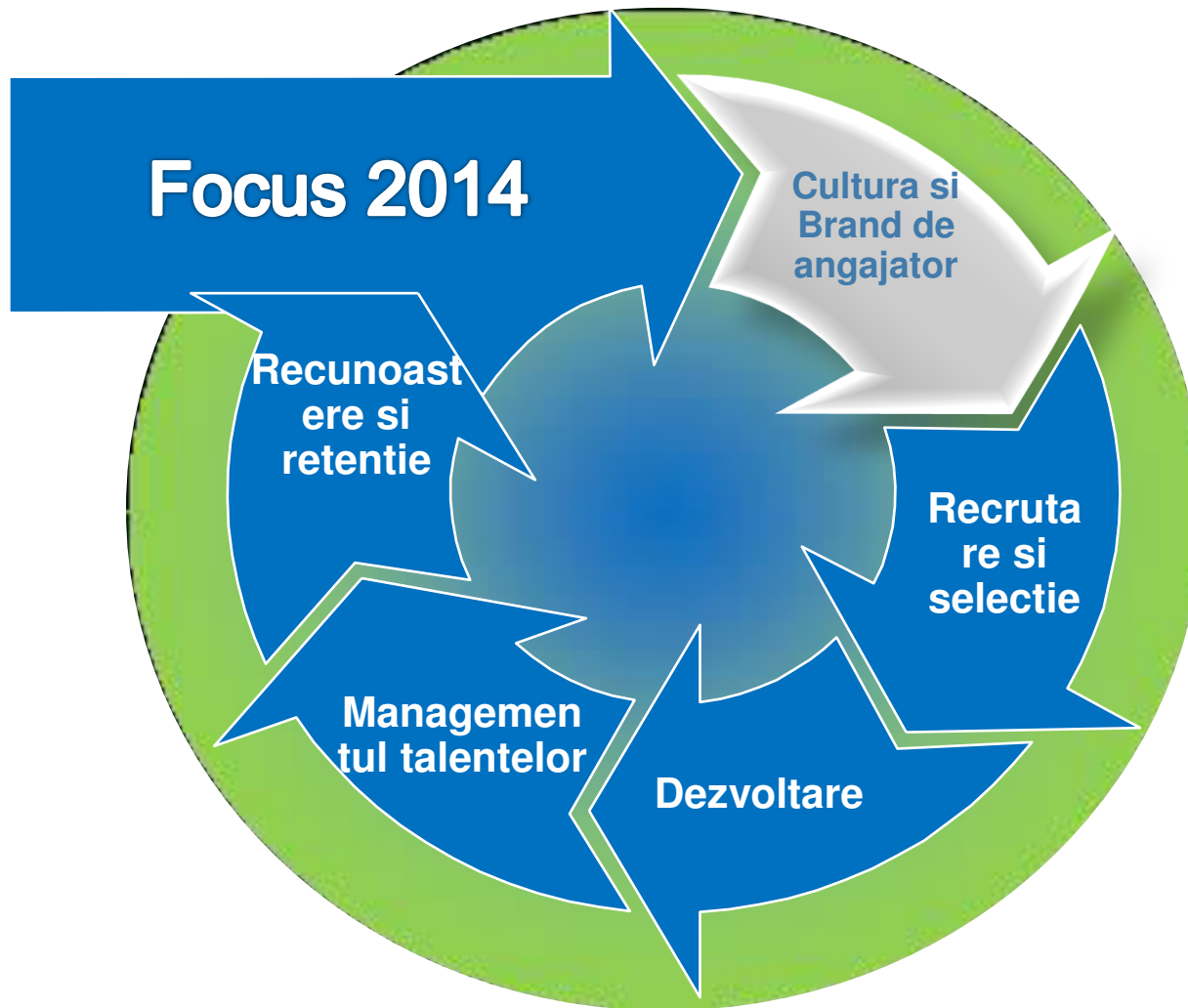
“Those three things - autonomy, complexity, and a connection between effort and reward - are, most people will agree, the three qualities that work has to have if it is to be satisfying.”

Malcolm Gladwell

Outliers: The Story of Success

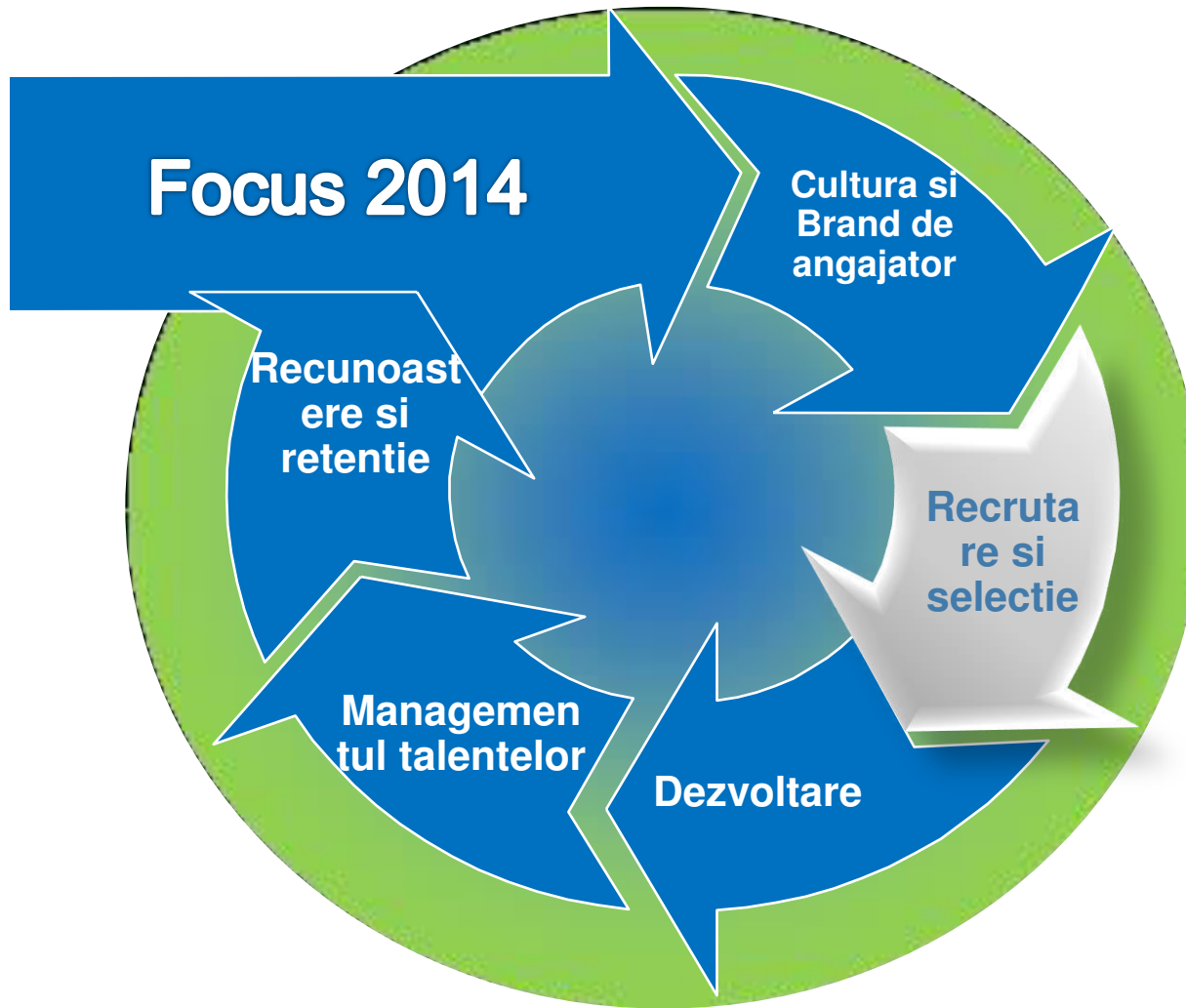
Atractie si retentie a talentelor pe termen scurt, mediu si lung, local si international

„Un loc excelent pentru performanta si dezvoltare profesionala”



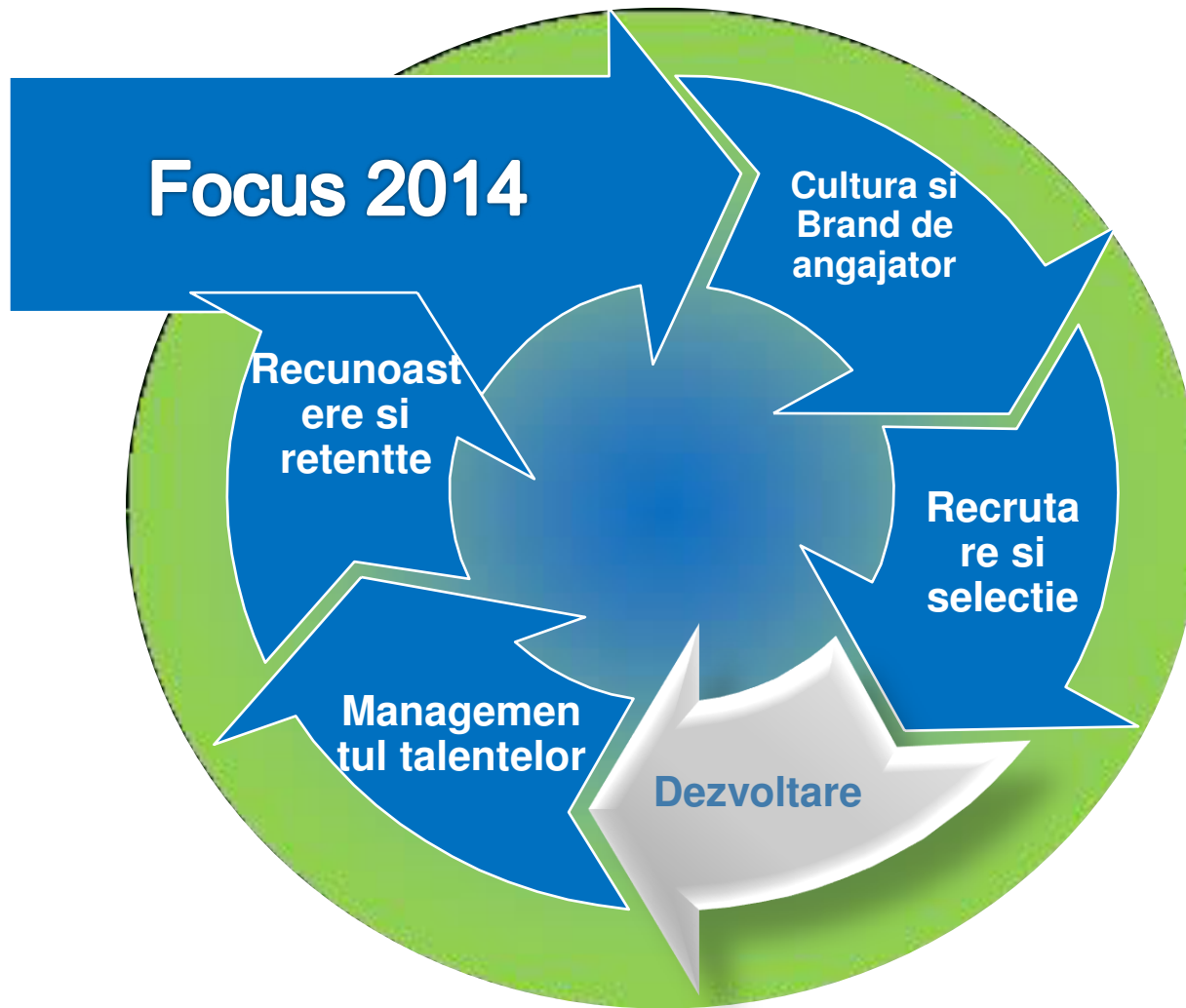
- EVP **nou si comun** pentru toate companiile din grup
- **Echipe** si dezvoltarea lor

„Un loc excelent pentru performanta si dezvoltare profesionala” - *Oportunitate*



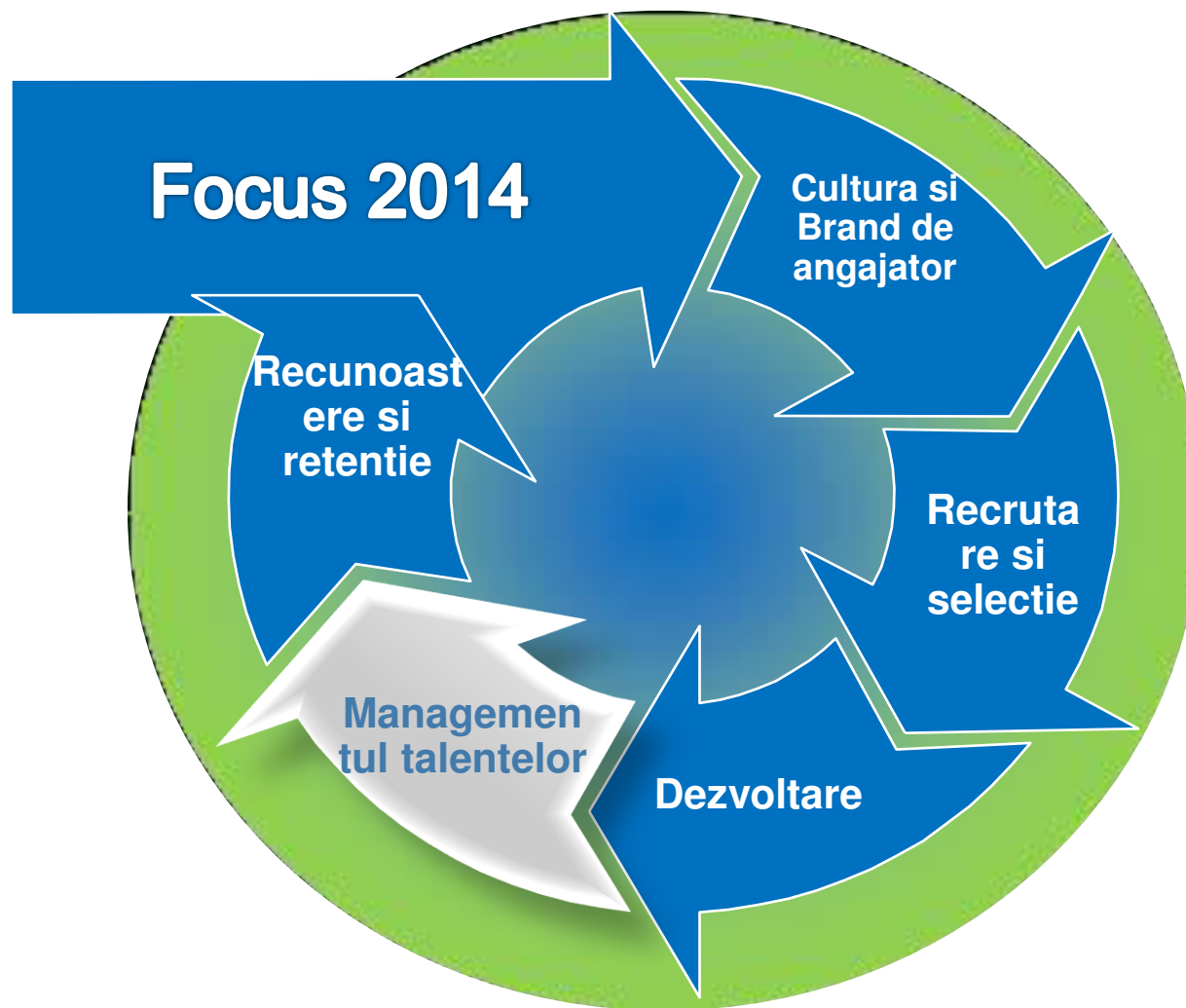
- Promovabilitate interna **si perspectiva unei** cariere internationale
- Compatibilitate **intre** posibili **angajati si cultura organizationala**
- Dificultate crescuta **a procesului de selectie**

„Un loc excelent pentru performanta si dezvoltare profesionala”



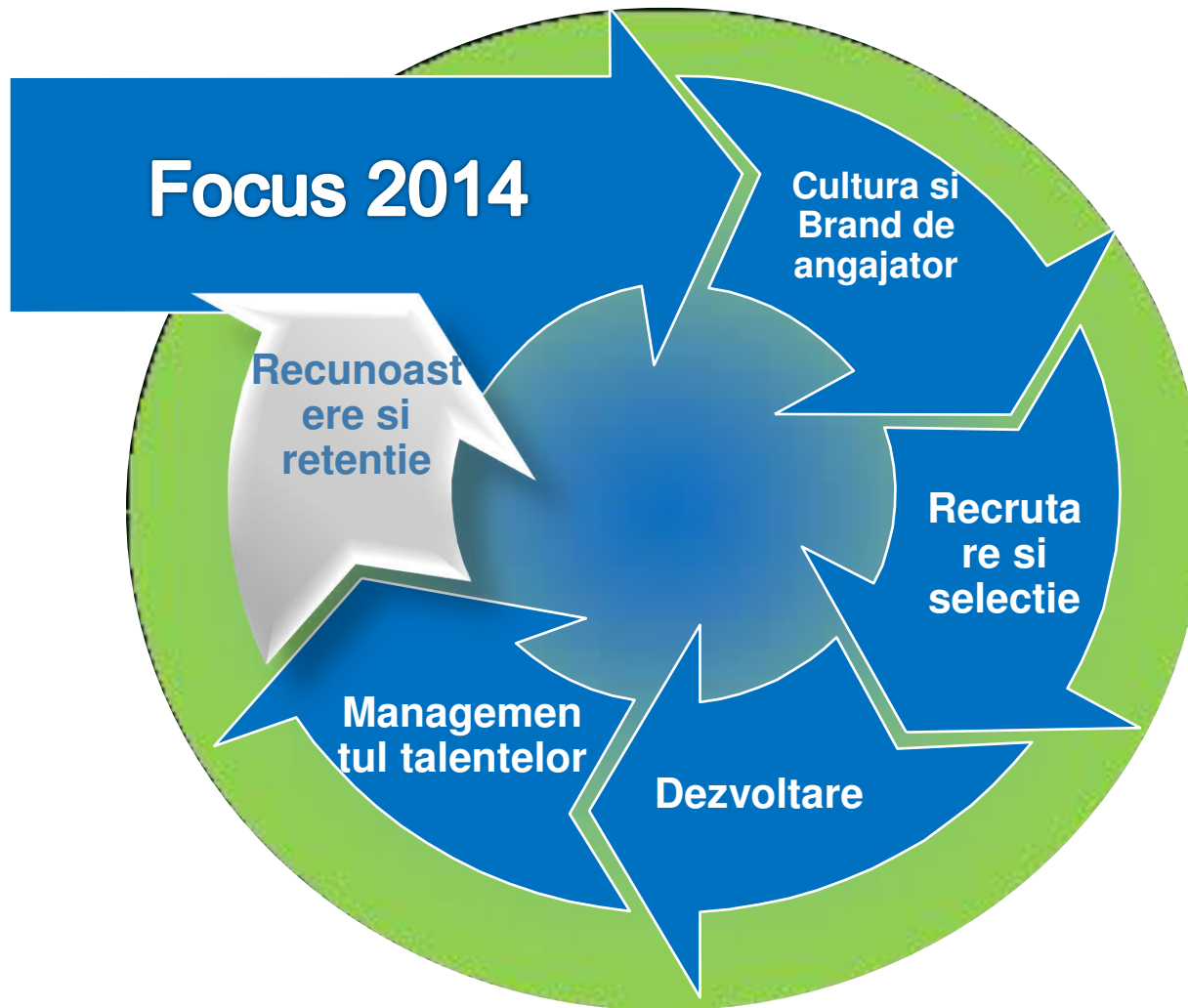
- Abordare strategica
- Abordare individuala
- Dezvoltarea capacitatii de a fi primii care genereaza schimbarea
- Dezvoltarea echipelor

„Un loc excelent pentru performanta si dezvoltare profesionala”



- Curricula de Talente personalizata
- Programe de dezvoltare si de schimb de experienta internationale

„Un loc excelent pentru performanta si dezvoltare profesionala“



- Oameni-cheie
- Vizibilitate dezvoltare accelerata





Achievement is talent plus preparation. The problem with this view is that the closer psychologists look at the careers of the gifted, the smaller the role innate talent seems to play and the bigger the role preparation seems to play.”

Malcolm Gladwell *Outliers: The Story of Success*

Multumesc!