

TALENT MANAGEMENT, STAFF TRAINING AND SKILLS DEVELOPMENT

GARY HICKS.

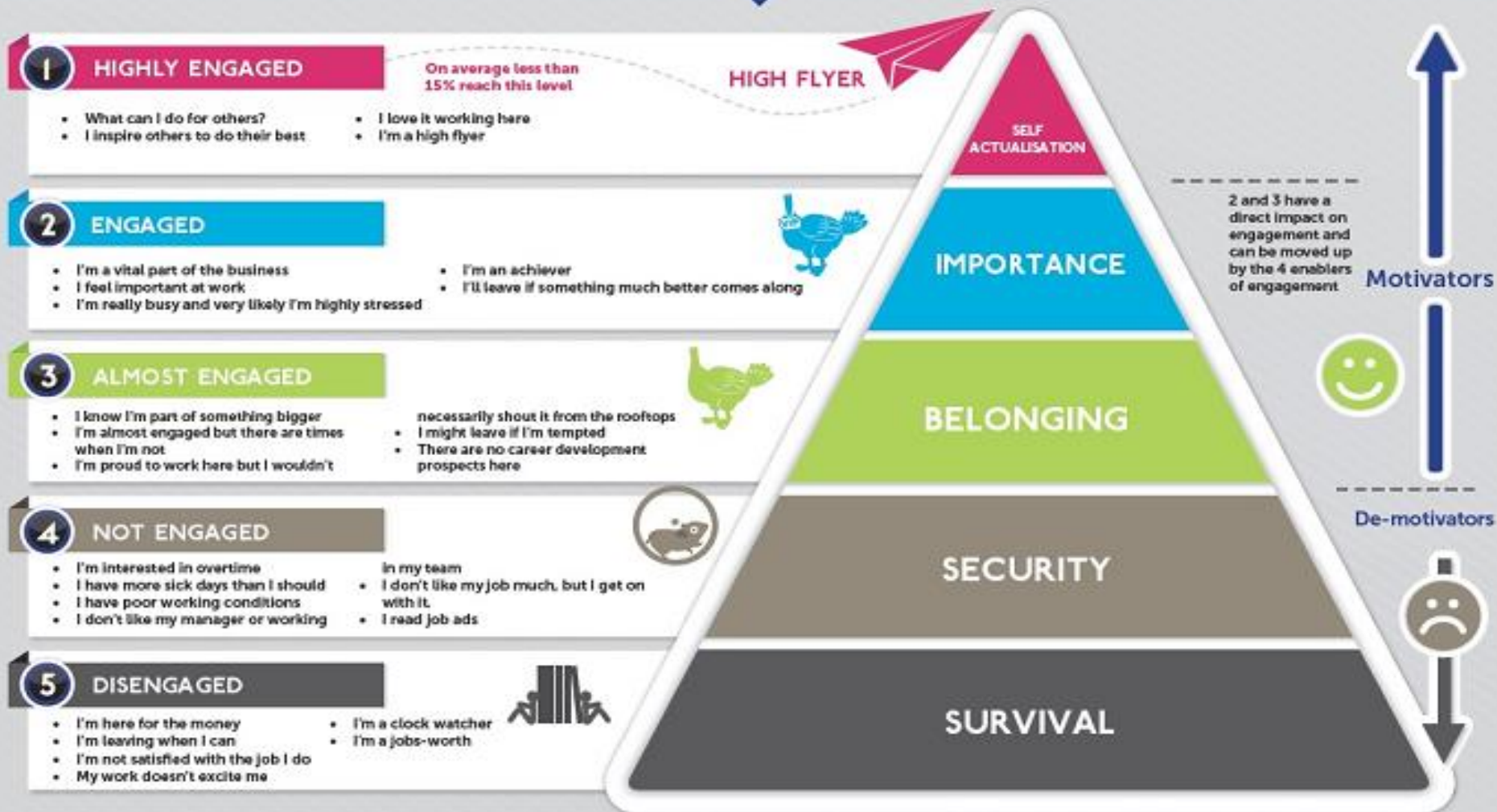
DIRECTOR- BUSINESS DEVELOPMENT.

DELTA
DISTRICT COOLING



Talent Management ?

MASLOW'S HIERARCHY OF NEEDS APPLIED TO EMPLOYEE ENGAGEMENT



“People want to know
they matter and they
want to be treated as
people.
That’s the new talent
contract.”



Challenges when it comes to Talent Management

Recruiting

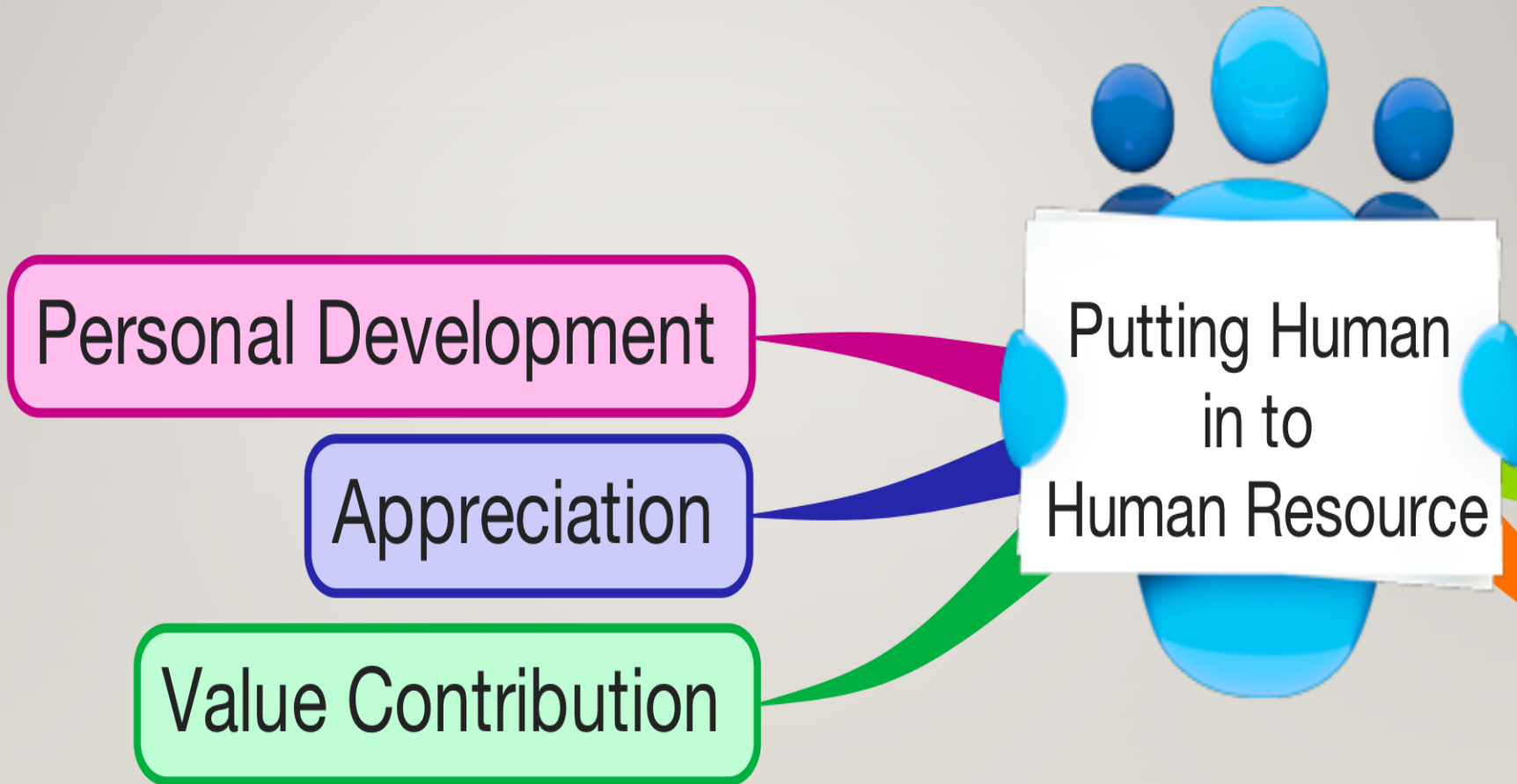
Culture Diversity

Commitment V/s Competence











Keeping the
'HUMAN'
in the
'HUMAN RESOURCES'
and 'LIFE' into
'WORK LIFE BALANCE'





Everyone is a Brand
Ambassador

TRAINING, MOTIVATING AND RETAINING THE ASSETS?

- Clearly defined Job Skills/ Qualification for every position
- Made Training available for every skill required in the company.
- Evaluating the trainings.
- Personalized Rewarding.
- Communication is the tool.
- Share holding each employee.

OUTCOME



- Turf war- Employee skill competition.
- New thresholds.
- Commitment
- Emerging Competencies
- Plant Efficiencies.

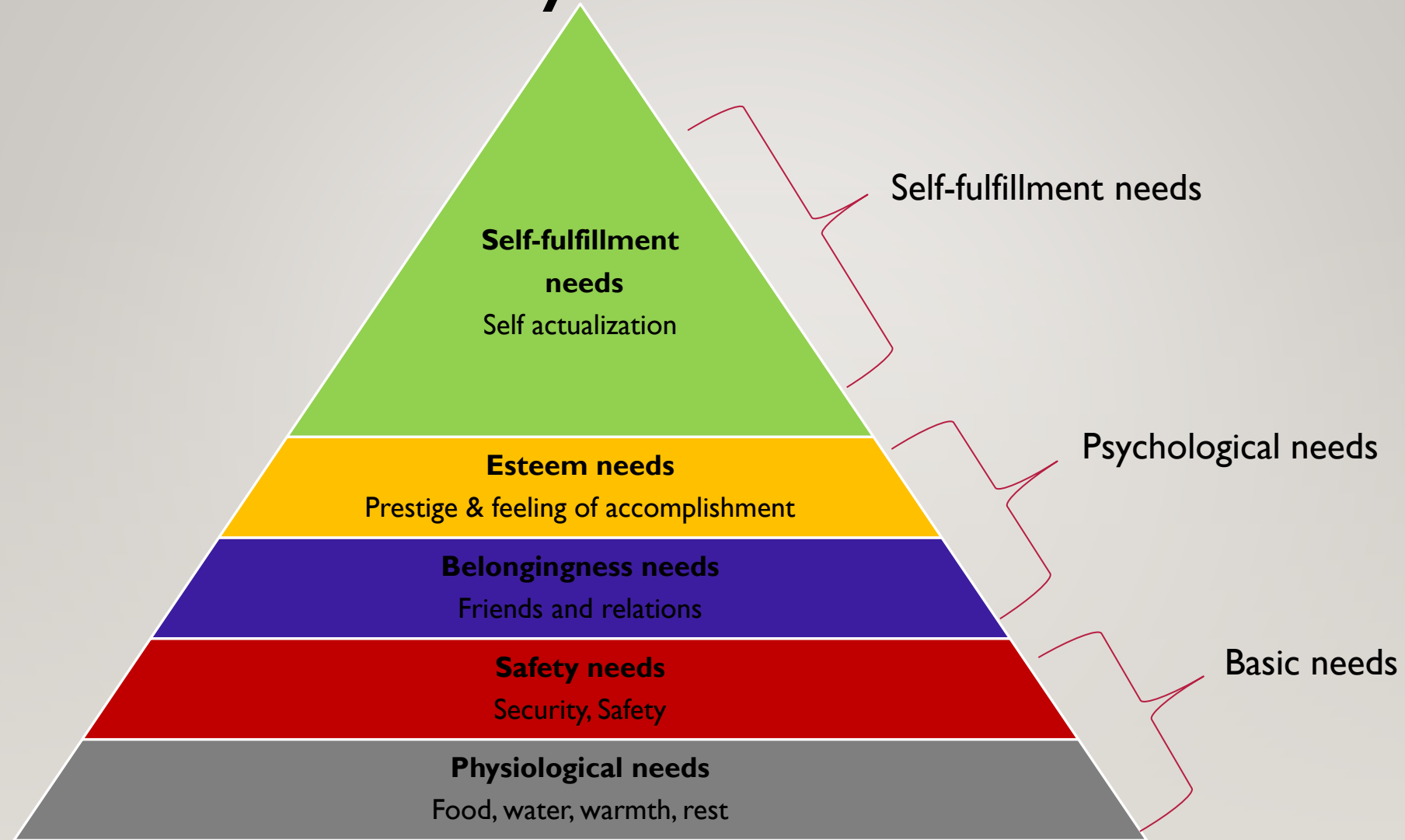
Smiles

IMPACT ON BUSINESS

- Business Growth from One plant to 5 Plants.
- Customer satisfaction.
- Employee Growth.
- Competencies &
- Further education.



The Pyramid of needs



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Thank you!

