



Managing Talent in Changing times

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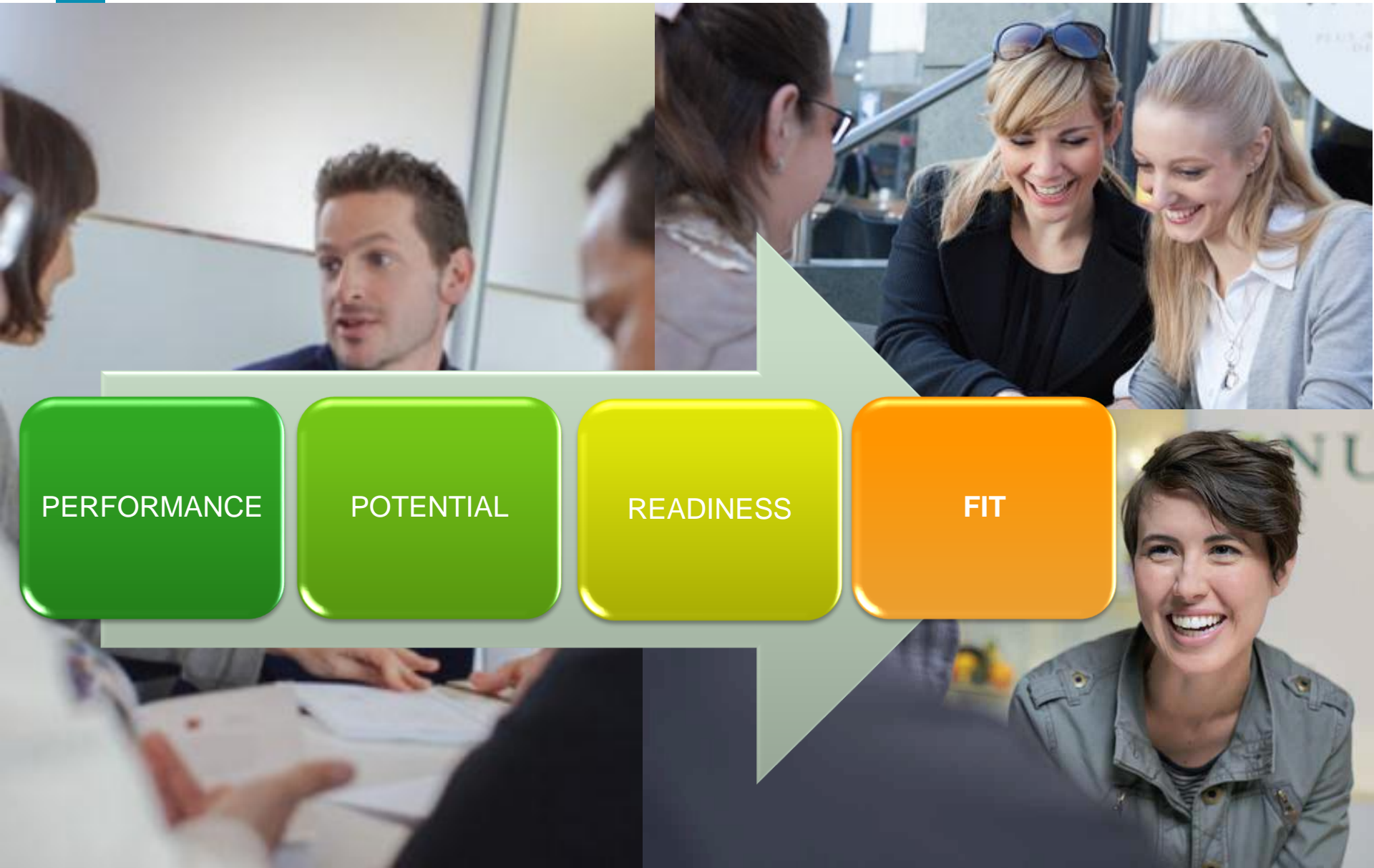


Add Value Be Valued

Managing Passages Though the Talent Pipeline



Building Talent Pipeline



Building Talent Pipeline

Driving High Performance

- Clear aligned objectives
- Motivation to achieve them
- Up-line feedback
- Differentiate top performers

PERFORMANCE

Building Talent Pipeline

Talent Pool Criteria:

- High Scores
- Learning Agility
- Emotional Intelligence
- Ready for the next career move

POTENTIAL

Building Talent Pipeline

Leadership Potential

- Interest
- Experience
- Competencies
- Derailers

READINESS

Building Talent Pipeline

Career opportunities for Top Talent

- Vacancies
- Assignments
- Mobility Policy

FIT

Building Talent Pipeline- Business Case

New Organization structure implemented in January 2015

- 1 Director, 5 Heads or region and 2 Mid. Level leaders Vacancies were closed in **1 MONTH**
- Company Saved more then **75 000\$** on recruitment
- On-boarding time was **2 times less**
- Fit to culture and understanding the business **100%**

Add Value Be Valued

Engage
ment
Rate
87%

Manager
Vacancies
2015
100%

Talent
Rate
79%

Manager
Vacancies
2014
80%

↑ Income

↑ Sales

THANK YOU



Amway