

How do I drive my career journey?

Co-founder HR HUB community & Talent Strategist Accenture

+ 10 years of HR experience
FPSE former student & former ASPSE core
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HR shape shifter, tasted most HR areas.
I find joy in helping others discover their
professional "true-self".

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Welcome to HR Hub

The first HR think tank in Romania

We nurture an innovative, welcoming and friendly place where forward thinking HR practitioners can connect.

It's here that the "best of the best" gather to learn, share and grow.

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Trusted by HR professionals since 2011

We are here to facilitate meaningful discussions among HR professionals while offering access to knowledge, peers and cutting-edge HR learning experiences.

10k

Members

3

Programs

160

Meetups

hr hub

Ma astept ca workshop-ul sa fie...

...actual

- Noi strategii
- Sfaturi de actualitate
- Companii spre care ar trebui sa ne indreptam
- Gasirea locului ideal de munca
- Ce departamente sunt mai indicate la inceput de drum

...practic

- Experiente reale;
- Sfaturi pentru o buna colaborare cu sefii si colegii
- Cum se realizeaza si cum facem sa folosim evaluarea in a lua decizii mai bune
- Cum sa ne folosim la maxim de cunostintele noastre

...personalizat

- Sfaturi concrete si individualizate
- Imbinarea abilitatilor noastre cu oportunitatile din piata
- Ce oportunitati sa cautam si catre ce sa ne indreptam daca vrem sa ne dezvoltam

Agenda – 2h

1. Welcome & Intro – 10'
2. Employee Life Cycle : overview – 15'
2. Performance Management ABC – 15'
3. Short break – 5'
4. The magic mix of career development – 60'
5. Debrief – 15'



The Employee Experience Lifecycle by

Strategy Framework | HR Technology | Way of Working

| Employer Branding | Recruitment & Selection | Onboarding | Continuous Learning | Performance Management | Talent Management | Offboarding |
|-----------------------------|---------------------------------|---------------------------|---------------------------------|-------------------------------|------------------------------|-----------------------------|
| The EVP Toolkit | How to build a Recruitment Plan | Employee Journey Mapping | Learning Governance & Processes | Managing Employee Performance | Strategic Workforce Planning | Voluntary & Involuntary |
| Candidate Experience Design | Candidate Selection Methods | 90 days Experience Design | Learning Experience Design | Goal Setting | Leadership Development | Making Exit Interview Count |
| Employee Advocacy Programs | The Art of Interviewing | Successful Buddy Programs | Individual Development Plan | Continuous Feedback | Succession Planning | Employee Alumni Network |

The 5 Pillars of a Great People Strategy



Culture



Organizational
Development



People
Analytics



Engagement



HR as
Product

What is Performance Management ?

Performance management

is a strategic approach to create and sustain improved performance in employees, leading to an **increase in the effectiveness of companies** and **individual career development** (managementul performantei).

Performance appraisal is the ongoing process of evaluating employee performance (evaluarea performantei)

**PERFORMANCE MANAGEMENT
SHOULD NOT EQUAL
PERFORMANCE APPRAISAL**

Performance Management

Strategic

Two ways continuous feedback

Future oriented for growth

On-going or continuous review

Less likely to involve ratings

Flexible process

Linked to business needs

Not usually linked to compensation

Less concern with documentation

Driven by managers/supervisors



GOAL: CAREER DEVELOPMENT

Performance Appraisal

- Operational
- Top - down assessment
- Past oriented
- Happens once or twice/ year
- Involves ratings or rankings
- Rigid structure
- Not linked to business needs
- Often linked to compensation
- Often very bureaucratic
- Usually hosted in HR department



GOAL: BONUS/PAY RAISE

Now vs. New

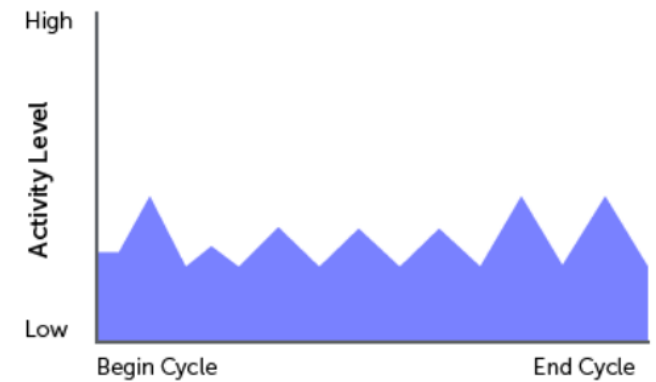
Organizations Want to Improve Performance Management

Traditional Performance Management



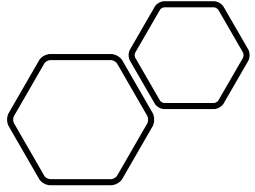
- Focus on process not people
- Formal and event-driven
- Separate from work
- 3-5% impact on performance

Everyday Performance Management



- Focus on people not process
- Informal and ongoing
- Integrated with work
- Up to 39% impact on performance

Source: Gartner, Inc. 2015



Time to reflect

**How would you define career development
in your own words?**

Menti code: 85 83 00 55

Career development ...

is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a **personally determined** and evolving preferred future.

How fast are we moving?

The future of work will be technology-enabled, automated, diverse, and inclusive, with a newfound value on cognitive skills and emotion.

65%

Of children now entering primary school will hold jobs that currently don't exist.

40%

Increase in labor productivity by 2035 due to the impact of AI technologies enabling people to make more efficient use of their time.

26% - US

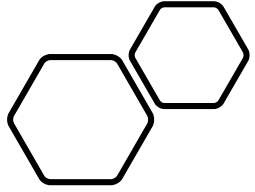
22% - EU

Growth in demand for social and emotional skills across all industries by 2030.

19% - US

14% - EU

Growth in demand for higher cognitive skills (creativity, critical thinking, decision making, & complex information processing) by 2030.



Time to reflect

How can you, as employee, drive your own career development journey?

Menti code: 85 83 00 55

www.menti.com



The magic mix of career development



Ingredient no.1:

Be the star of your own development journey

Self-directed learning' describes a process by which individuals **take the initiative**, with or without the assistance of others, in diagnosing their **learning** needs, formulating **learning** goals, identify resources for **learning**, implement appropriate **learning** strategies, and evaluating **learning** outcomes." (Knowles, 1975,p.18)

Understand the company

- Does the company culture encourage learning & self development?
- How does the performance management approach look like – is it future or past looking?
- Identify the concrete ways in which the company supports your growth e.g.: training platforms; development programs; certifications; coaching; mentoring.
- How does the promotion process look like?
- How much flexibility do you have to transition to roles different than yours?

Understand your own needs and wants

- Why do I want to work for this company?
- Why do I target this specific role? (e.g.: money; passion; development etc).
- What am I good at (strengths)?
- What abilities (soft/hard) are developed through performing on this role?
- Are they in line with what I envision for myself?
- What do I want to do next?
- Are there abilities I need for next step that are not covered by current role?
- How can I develop them additionally?
- Do I want a promotion or lateral move? Why? What's my motivation for next step?

Ingredient no.2:

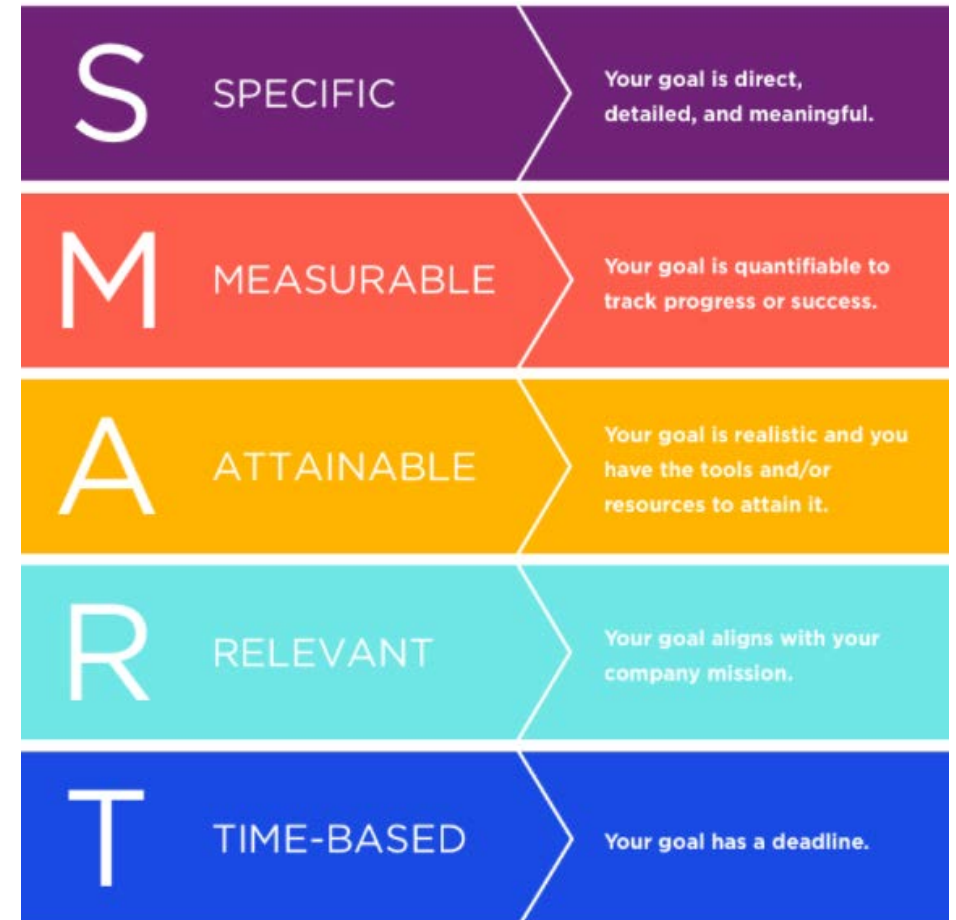
Be SMART about your development

“If you don't know where you are going, you'll end up someplace else.”

– Yogi Berra

Understand how role expectations & own development needs work together.

- Understand performance management/appraisal approach in detail.
- Understand if the individual professional goals are formally measured & discussed?
- Initiate proactively discussions with your direct manager related to your wants & needs in terms of career.
- Be an active part of performance goals set – do not wait for your manager to set them for you.
- Make sure the proposed outcomes are realistic & clear.

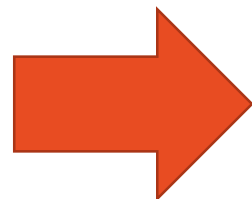




Translate this
statement into a
SMART objective.

www.menti.com

CODE: tbd



Time to Practice

“Vreau sa imi imbunatatesc abilitatile
de comunicare.”

Ingredient no.3:

Ask & provide feedback. Talk about your development

POSITIVE

In positive feedback situations, express appreciation.

Appreciation alone is praise. Yet when you add it to the specifics of positive feedback, your message is sincere and effective.

CONSTRUCTIVE

Constructive feedback is information-specific, issue-focused, and based on observations.

The purpose of constructive feedback is to create awareness that can lead to correction or improvement in performance. If you can't give constructive feedback in a helpful manner, in the language and tone of concern, you defeat its purpose.

Feedback is not advice, praise, or evaluation. **Feedback is information about how one is doing in effort to reach a goal.**





From “by default” to **self directed learning & performance** (management):

1. **Clear intention** to learn.
2. **Awareness** related to learning process and resources.
3. **SMART** learning goals
4. **Feedback** (ask/provide/apply)

Useful **tips & tricks** for career start:

How to choose best company for you?

REMEMBER: *there is no perfect company, but there are companies more suitable to you, than others.*

Decide in which kind of company would you like to work?

E.g.: start-up; multinational

Do your research – find out as much as you can about the companies you are targeting: glassdoor.com; LinkedIn; your own network; current employees.

If you aim to work for a multinational – target a **Top Employer**.

Follow the companies you are targeting – on LinkedIn/Facebook to see when are job openings available.

Build your professional network – connect with people that work in business/ companies you are targeting. Put yourself out there.

How to get a job at the desired company?

Create your LinkedIn profile & an attractive CV;

Make your application personal – personalize your CV depending on the targeted job, show you are particularly interested in the company and not just randomly applying to jobs.

If you have NO previous work experience – highlight your abilities with concrete examples & your **practical experiences** – e.g. volunteering; personal projects.

Ask someone that works inside to **recommend you** for the job.

As a start, **target internships/talent ships** offered by Top Employers.

www.hipo.ro – best site for entry level jobs & internships.

Debrief – Q&A

