



IN PAPUCII ANGAJATORULUI

-RASPUNSURI FARA PERDEA-

CUM SA FACI SA GASESTI UN JOB FARA SA SIMTI CA LUCREZI

IOANA PETREA@ RIGHT FIT HR

RIGHTFIT
ALWAYS THE **RIGHT** FIT

TOPICURI DE DISCUTII

- EVOLUTIA RECRUTARII SI DINAMICA SCHIMBARII IN COMPANII
- PRINCIPALELE CHALLENGE-URI CU CARE SE CONFRUNTA COMPANIILE
- PRINCIPALELE CHALLENGE-URI CU CARE SE CONFRUNTA ANGAJATII
- PRELUDIU (PROFIL DE "PERFECT LOVER")
- CARTEA TA DE VIZITA
- CUM POTI SA ITI DAI SEAMA DACA ESTE PENTRU TINE COMPANIA RESPECTIVA (BEFORE HIRING)
- CE SA URMARESTI AFTER HIRING
- DO'S AND DON'TS IN PROCESUL DE RECRUTARE SI LA INTERVIU –TRIKS AND TIPS
- DO'S AND DON'TS DUPA ANGAJARE

WHO AM I?

Ioana Petrea

Managing Partner @ Right FIT HR

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ioana@rightfit.ro

0755.178.760



TOPICURI DE DISCUTII

- EVOLUTIA RECRUTARII SI DINAMICA SCHIMBARII IN COMPANII

EVOLUTIA RECRUTARII EXISTA 2 TIPURI DE ANGAJATORI

TIP 1

OLD SCHOOL



TIP 2

NEW SCHOOL

EVOLUTIA RECRUTARII EXISTA 2 TIPURI DE ANGAJATORI

COMPANIA OLD SCHOOL

-  STIL DE MANAGEMENT RIGID
-  PROGRAM DE LUCRU INFLEXIBIL
-  LUCRAT EXCLUSIV DE LA BIROU
-  ABSENTA ACTIVITATILOR DE TIP TEAM-BUILDING
SAU TEAM –BONDING
-  BENEFICII CLASICE SAU INEXISTENTE

COMPANIA NEW SCHOOL

EVOLUTIA RECRUTARII EXISTA 2 TIPURI DE ANGAJATORI

COMPANIA NEW SCHOOL

COMPANIA OLD SCHOOL

- 🔥 ANGAJEAZA OAMENI CARE ADUC CU ADEVARAT PLUS VALOARE
- 🔥 SE AXEAZA PE REZULTATE, NU PE NUMARUL DE ORE PETRECUTE IN FATA LAPTOPULUI
- 🔥 SUNT OPEN MIND SI PUN ACCENT PE BRAINSTORMING
- 🔥 TEAMBONDING SI TEAMBUILDING OUT OF THE BOX
- 🔥 EVALUARI PE BAZA DE KPI SI SISTEME DE BONUSARE
- 🔥 IDENTIFICA SKILLS SI REPOZITIONEAZA

TOPICURI DE DISCUTII

- **PRINCIPALELE CHALLENGE-URI CU CARE SE CONFRUNTA COMPANIILE**

PRINCIPALELE CHALLENGE-URI ALE COMPANIILOR

Let's play a little



Let's play a little

PRINCIPALELE CHALLENGE-URI ALE COMPANIILOR

Compania angajatoare: agentie de recrutare, condusa de MIMOZA, o femeie de 36 ani. GIGEL, este angajat de 3 luni de zile. Are experienta de 1 an in recrutare in companii (nu agentii). GIGEL are 22 de ani si a terminat ASE, modul Resurse Umane. S-a mai implicat in voluntariate unde a facut recrutare pentru Asociatii studentesti. GIGEL este creativ, se pricepe la Canva si este autodidact.

Programul de lucru al lui GIGEL este 9-18, de luni pana vineri, sistem hibrid, 3 zile de acasa.

GIGEL provine dintr-o familie de nivel mediu, mai are un frate. S-a mutat recent cu iubita in chirie si strang bani sa mai cumpere diverse lucruri necesare. Este pasionat de tenis si de 2 ori pe saptamana are antrenament, de la 16.00-17.00. Are o multime de prieteni si uneori ii mai invita la el la gameboard nights. Acum 2 saptamani a cerut sa termine vineri la 15.00, ca trebuia sa faca curatenie in casa, urmand sa aiba o seara cu prietenii, pe care o gazduia.

Acum 1 saptamana s-a invoit 2h pentru ca avea o programare la tuns si doar la ora 14.00 a gasit liber.

Acum 3 zile a avut un interviu setat la ora 18.00 cu un candidat care nu putea ajunge pe zoom mai devreme, si a solicitat ca a doua zi sa inceapa programul de lucru de la 10.00 din pricina orei lucrate peste program.

Let's play a little

PRINCIPALELE CHALLENGE-URI ALE COMPANIILOR

✓ ce tip de angajator este Mimoza?
?

Let's play a little

PRINCIPALELE CHALLENGE-URI ALE COMPANIILOR

- ✓ ce tip de angajator este Mimoza?
- ✓ ce a facut corect Mimoza in discutia de feedback?

Let's play a little

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- ✓ ce tip de angajator este Mimoza?
- ✓ ce a facut corect Mimoza in discutia de feedback?
- ✓ ce a facut incorect? Ce ar fi putut face diferit?

Let's play a little

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- ✓ ce tip de angajat este Gigel?

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- ✓ ce a facut incorect? Ce ar fi putut face diferit?
- ✓ ce tip de angajat este Gigel?
- ✓ ce a facut gresit Gigel in discutia de feedback si de ce?

Let's play a little

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- ✓ ce a facut gresit Gigel in discutia de feedback si de ce?
- ✓ ce ar fi putut face diferit Gigel?

TASK PENTRU SALA:

- 💡 ce ai decide daca ai fi in locul Mimozei? Il dai afara pe Gigel sau nu? Justifica.

PREMIUM CEL MAI BUN RASPUNS



CONCLUZII STUDY CASE

- **PRINCIPALELE CHALLENGE-URI CU CARE SE CONFRUNTA COMPANIILE**

- Dificultate in adaptarea la Gen Z si ritmul de asimilare de informatii
- Imposibilitatea oferirii unui career path
- Dificultatea gasirii unei modalitati eficiente de comunicare cu angajatii din Gen Z
- Dificultate in integrarea in echipa, daca acolo exista si angajati din alte generatii
- Dificultate in marirea salariala progresiva mai des de 1 data/an

CONCLUZII STUDY CASE

- **PRINCIPALELE CHALLENGE-URI CU CARE SE CONFRUNTA ANGAJATII**

- Dificultate in primire de feedback constructiv
- Rezistenta la obedienta
- Dificultatea adaptarii la un program strict
- Tendinta de a sari etape si de a se grabi nejustificat in career path (salariu, rol)

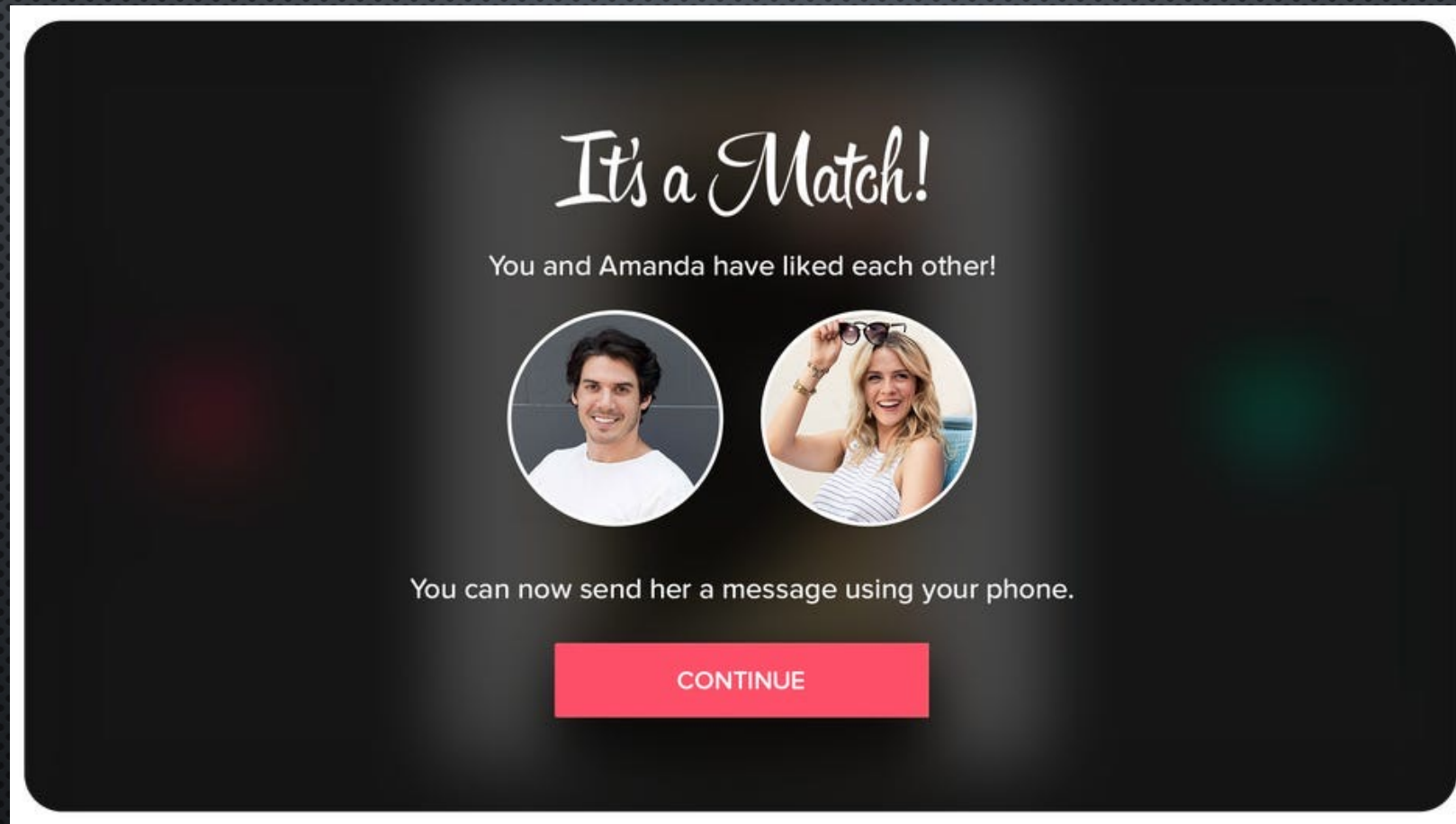
CONCLUZII STUDY CASE



TOPICURI DE DISCUTII

- **PRELUDIU (PROFIL DE “PERFECT LOVER”)**

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PRELUDIU (PROFIL DE “PERFECT LOVER”)

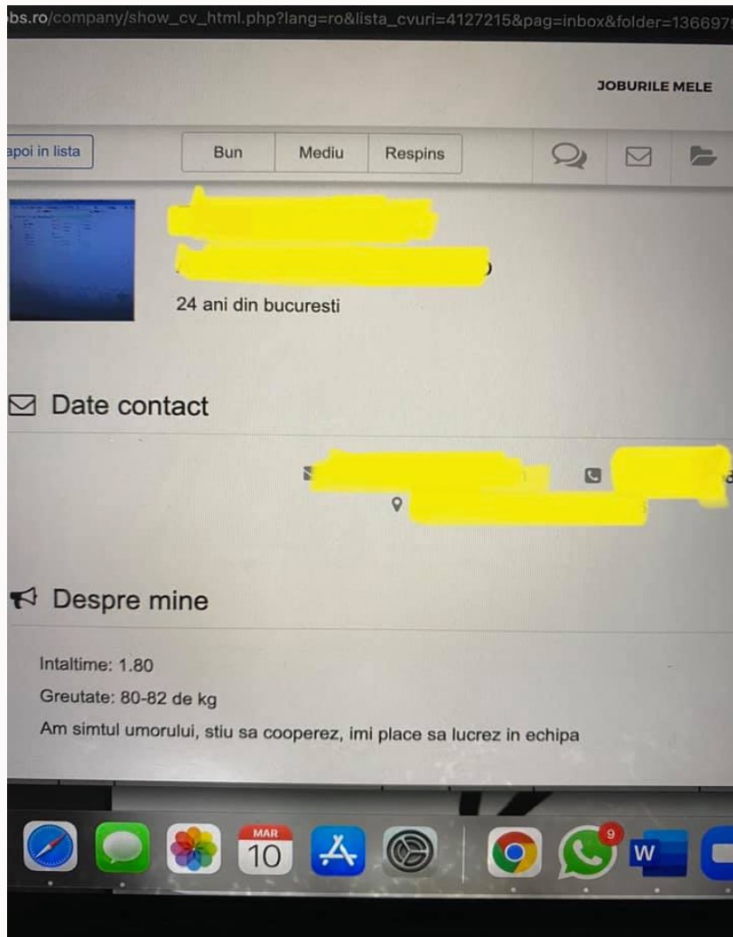


TOPICURI DE DISCUTII

- CARTEA TA DE VIZITA

CARTEA TA DE VIZITA

CV-ul care se diferentiaza



DOnt's

- Poza
- Informatii irelevante
- Greseli de scriere
- Inconsecventa in continut (ani)
- Same person, different CV
- Scrisoare de intentie la indigo
- CV kilometric
- Experienta cu copy –paste
- mailul

CARTEA TA DE VIZITA

Elon Musk

Aiming to reduce global warming through sustainable energy production and consumption, and reducing the "risk of human extinction" by "making life multi-planetary" and setting up a human colony on Mars.



elonmusk@teslamotors.com

650-681-5000

Los Angeles, USA

elon.musk

Work Experience

06/2008 - Present

San Mateo, USA

Chairman SolarCity

Accomplishments
Created a collaboration between SolarCity and Tesla to use electric vehicle batteries to smooth the impact of rooftop solar on the power grid.
Provided the initial concept and financial capital.

02/2004 - Present

Palo Alto, USA

CEO and Product Architect Tesla Motors

Accomplishments
Currently oversee the company's product strategy -- including the design, engineering and manufacturing of more and more affordable electric vehicles for mainstream consumers.
Insisted on using carbon fiber composite materials in the hull to minimize weight, developed the battery module and even some elements of design, like the headlights.
Received Global Green 2006 product design award for Tesla Roadster design.

06/2002 - Present

Hawthorne, USA

CEO and CTO SpaceX

Accomplishments
Plans to reduce space transportation costs to enable people to colonize Mars.
Oversee the development of rockets and spacecraft for missions to Earth orbit and ultimately to other planets.
Developed the Falcon 9 spacecraft which replaced the space shuttle when it retired in 2011.

03/1999 - 10/2002

San Jose, USA

CEO X.com and PayPal

Accomplishments
Involved in the development of new business models, conducted a successful viral marketing campaign, which led to a rapid increase in the number of customers.
Created a method of securely transferring money using a recipient's e-mail address.

01/1995 - 02/1999

California, USA

Co-founder Zip2

Accomplishments
Created a platform where newspapers -- including credible ones as New York Times -- could offer their customers some additional commercial services.

Education

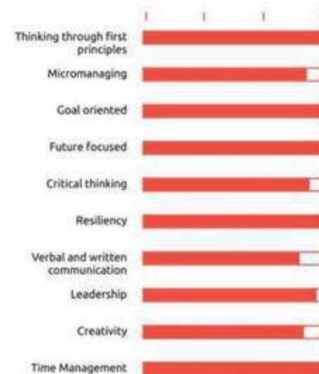
09/1992 - 06/1995

Bachelor of Science in Economics Wharton School of the University of Pennsylvania

09/1992 - 06/1995

Bachelor of Science in Physics Penn's College of Arts and Sciences

Skills & Competences



Achievements & Certificates

IEEE Honorary Membership (2015)

Given to people who have rendered meritorious service to humanity in the IEEE's designated fields of interest.

Businessperson of the Year by Fortune Magazine (2013)

Pride received for the following companies: "SpaceX", "Tesla Motors" and "SolarCity"

FAI Gold Space Medal (2010)

One of the highest honors in the aerospace industry, shared with prominent personalities like Neil Armstrong and John Glenn.

Honorary doctorate in Design from the Art Center College of Design

Honorary doctorate (DUniv) in Aerospace Engineering from the University of Surrey

Languages

English Afrikaans

Interests

Physics | Sustainability | Philanthropy | Extraterrestrial life |
Alternative energy sources | Space engineering | Reading |
Video games



novoresume.com

DO's

- Joburile anterioare
- Reusite
- Competente
- Studii
- Locatia
- Voluntariate
- Cursuri/Certificari/Diplome

RIGHTFIT
ALWAYS THE RIGHT FIT

CARTEA TA DE VIZITA

- [NOVORESUME.COM](https://www.novoresume.com)
- [RESUME.COM](https://www.resume.com)
- & OTHERS

TOPICURI DE DISCUTII

- CUM POTI SA ITI DAI SEAMA DACA ESTE PENTRU TINE COMPANIA RESPECTIVA (BEFORE HIRING)

CUM SA ITI DAI SEAMA DACA E PENTRU TINE (BEFORE HIRING)

- **4 LUCRURI ESENTIALE**

- 👉 don't forget your check-list
- 👉 cum se deruleaza procesul de recrutare
- 👉 testimoniale angajati (undelucram.ro, Linkedin, Social Media)
- 👉 follow your instinct

TOPICURI DE DISCUTII

- CE SA URMARESTI AFTER HIRING

CE SA URMARESTI AFTER HIRING

- **5 LUCRURI ESENTIALE**

- 📌 inductia
- 📌 nivelul de happiness al colegilor
- 📌 respectarea informatiilor primite in procesul de selectie si recrutare
- 📌 career path PE TERMEN MEDIU SI LUNG
- 📌 existenta unui plan bine definit si comunicat de KPI si evaluari care se respecta

TOPICURI DE DISCUTII

- **DO'S AND DON'TS IN PROCESUL DE RECRUTARE SI LA INTERVIU —TRIKS AND TIPS**

• DO'S AND DON'T

ASTA DACA VREI SA FII CA LA CARTE

Don't lie in
CV & don't
talk dirty

• DO'S AND DON'T

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Hainele fac
pe om. Sorry
☹️

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Research
despre
HR/interviewator

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Info
companie &
intrebari
relevante

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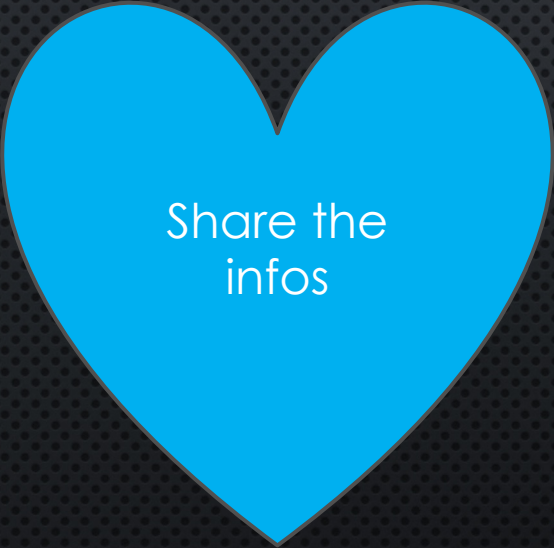
Post
interview

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- **DO'S AND DON'T DUPA ANGAJARE**

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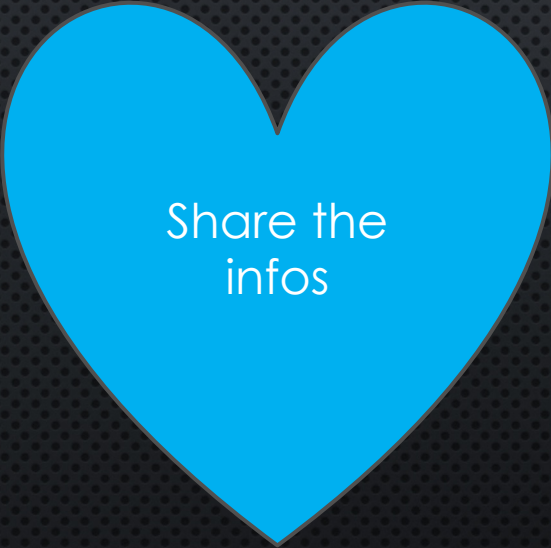
CA SA RAMA IO LADY/UN GENTLEMAN



Share the
infos

DO'S AND DON'T DUPA ANGAJARE

CA SA RAMAI O LADY/UN GENTLEMAN



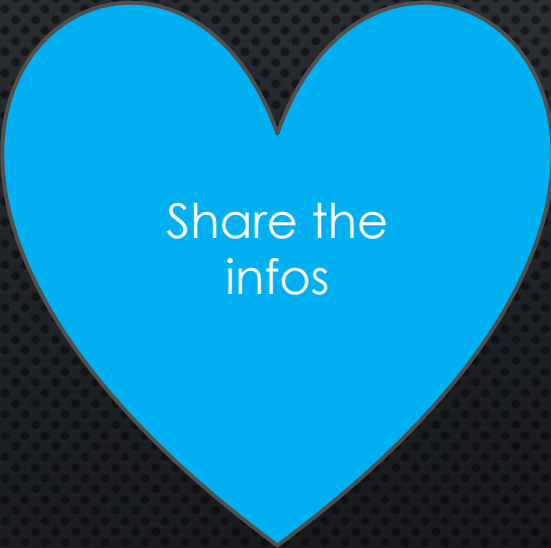
Share the
infos



Nu iti exprima
nemultumirile
public

DO'S AND DON'T DUPA ANGAJARE

CA SA RAMA I O LADY/UN GENTLEMAN



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infos



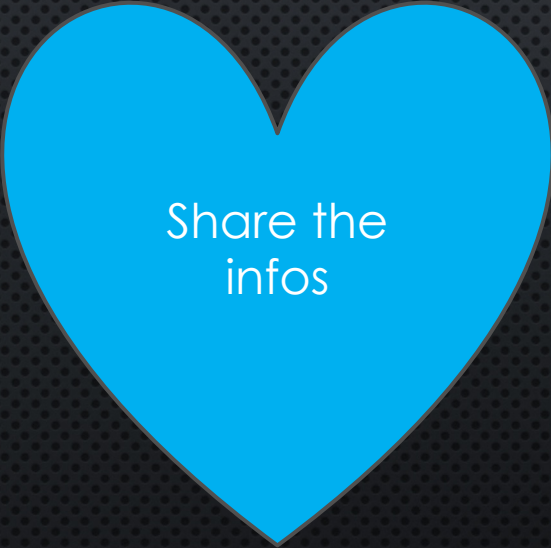
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Ai rabdare & fii
open to learn

DO'S AND DON'T DUPA ANGAJARE

CA SA RAMA I O LADY/UN GENTLEMAN



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infos



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Ai rabdare & fii
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Don't talk
dirty after ☺

MULTUMESC



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