

# Be more you

Unlocking the power of on-the-job learning



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# AGENDA

- 1 THE IMPORTANCE OF CONTINUOUS LEARNING
- 2 FIND YOUR PASSIONS & STRENGTHS
- 3 CREATE A DEVELOPMENT PLAN
- 4 PUT YOUR PLAN INTO ACTION

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# LEARNING OUTCOMES

- 1 Discover your passion and strengths.
- 2 Create and implement an individual development plan (IDP).
- 3 Take accountability for your professional journey.
- 4 Find and use learning and development resources.

# 1

## The Importance of Continuous Learning

## BE MORE CURIOUS

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“Curiosity is the **FUEL** for discovery, inquiry and learning.”

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“Curiosity is the **COMPASS** that leads us to our passions, and is the **SPARK** behind the spark of every great idea.”

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“Learning from **EXPERIENCE** is the most powerful form of learning, allowing you to face real challenges in real-life situations.”

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“The best learning takes place **ON THE JOB**. Experience-based learning **IMPROVES** your performance **THREE TIMES MORE** than formal training.”

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# LEARNING AT OUR COMPANY



## **70% Experience**

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Take charge of your own development.

1. Find development opportunities.
2. Build your knowledge.
3. Find your inspiration.
4. Challenge yourself.

## **20% Exposure**

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Learn and develop through others.

1. Seek feedback.
2. Find a coach.
3. Build networks.

## **10% Education**

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Find focused, specific learning opportunities.

1. Use corporate learning memberships.
2. Attend virtual or face-to-face workshops.

# 2

## Find Your Passions & Strengths

## BE MORE YOU



What do you know  
about **YOURSELF**?

“Your life should be about finding the intersection of the world’s **GREATEST NEED** and your **GREATEST PASSION.**”

It starts with you.

**Think about what’s really important to you. What do you value?**

That’s what should determine the choices you make in your career.



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# ASK THE RIGHT QUESTIONS



- 1 What are your strengths?
- 2 What kind of work do you truly enjoy?
- 3 What do you dislike?
- 4 What drives you to be the best you?
- 5 What are you passionate about?
- 6 What are your values?
- 7 What do you want to be known for?

# 3

## Create a Development Plan

## BE MORE PREPARED

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◀ Look out ▶



◀ Look about ▶

What is the company's  
**STRATEGIC DIRECTION?**

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How will the newly proposed  
**HR OPERATING MODEL**  
affect **THE WAY WE DO**  
**THINGS?**

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How do you **STRENGTHEN**  
the capabilities for your  
**CURRENT ROLE?**  
What are the  
**CAPABILITIES** and **SKILLS**  
required for the future?

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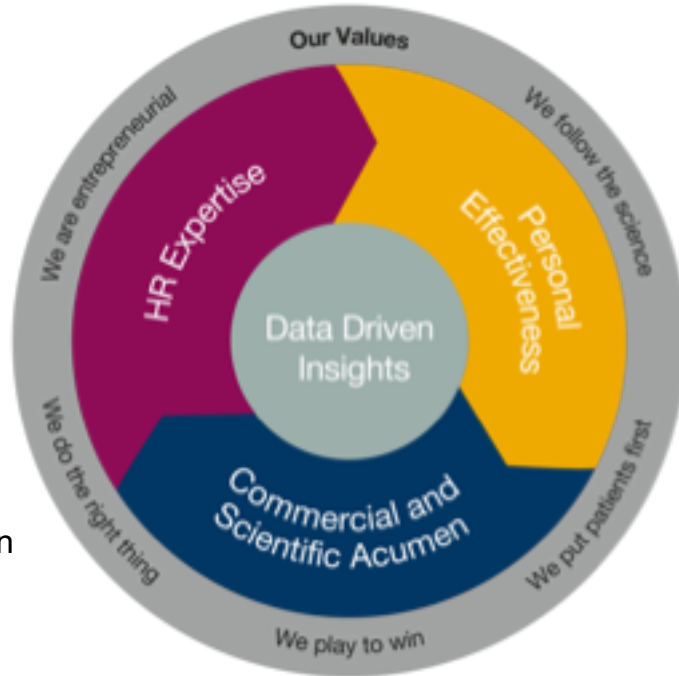
# OUR PEOPLE STRATEGY



# CAPABILITIES FOR SUCCESS

- 1 Data Driven Insights  
Data analytics and insights

- 2 Commercial and Scientific Acumen  
Business and financial acumen  
Scientific acumen



- 3 HR Expertise  
Process management and improvement  
Query management and customer services  
Expertise in leveraging technology
- 4 Personal Effectiveness  
Influencing  
Enterprise mind-set  
Collaboration

# HR CAPABILITIES WITHIN OUR COMPANY

## Capability

### HR Services

#### Foundational

Generalist & Analyst roles



#### Intermediate

- Local Service Delivery Team Lead
- HR Project Manager



#### Advanced

- Hub Service Delivery Lead
- Regional Service Delivery Lead
- Global Process Owner



#### Expert

- Vice President
- Strategic Global Process Owner
- Senior Director

### HR Business Partners

Entry-level HRBP (with existing professional experience)

Local HRBP responsible for an area of HR Operations

- HR Director of smaller market
- Head of HR in a market
- HR lead of manufacturing site
- HRBP of a supporting a function

- HR Leadership Team
- Country HR Director in a high-complexity market or area role
- Global HRBP

# HR CAPABILITIES WITHIN OUR COMPANY *(cont'd)*

## Capability

### Talent Acquisition

#### Foundational

Recruitment Partners



#### Intermediate

- Senior Recruitment Partners
- Global Talent Acquisition Partners
- Project Managers (CoE)
- Hub Service Delivery Team Leads
- Researchers / Sourcers



#### Advanced

- Global Talent Scout
- Talent Acquisition CoE Director
- Talent Acquisition Global Project Leader



#### Expert

VP, Recruitment

### Talent & Development

Talent & development coordination role in CoE, market or SET area

- Market or SET are Talent Partner
- L&D Lead for small market or part of SET area

- Global Talent Partner
- Senior Talent Partner
- L&D Lead of large market or region
- L&D Lead for SET area
- CoE Thought Leader

- VP, Talent & Development
- Strategic Global L&D Lead
- CoE Senior Thought Leader

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# CREATE A DEVELOPMENT PLAN (IDP)

Remember the  
70/20/10 rule.

**70%** of your development actions  
should be focused on experience-  
based, on-the-job learning.





# 4

## Put Your Plan into Action

## BE MORE DRIVEN

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“Your career is **YOUR BUSINESS**. Manage it like a CEO.”

“The best way to **PREDICT** your future is to **CREATE** it.”

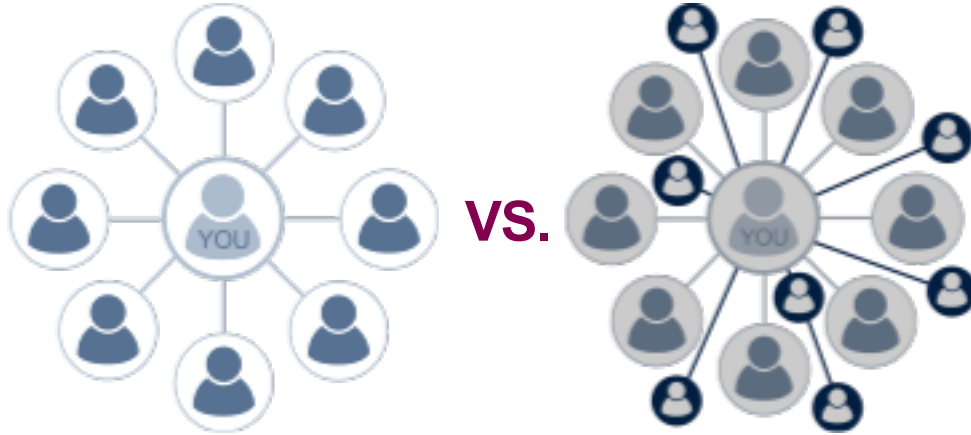


# TYPES OF ON-THE-JOB LEARNING ACTIVITIES

<b>1.</b>	<b>Access to Best Practice</b> Demonstrate success by working on activities that clearly illustrate the right approach to a problem.
<b>2.</b>	<b>Scope Expansion</b> The power of stepping up by increasing the scope of responsibilities for more than a brief period.
<b>3.</b>	<b>Change and Adversity</b> Get involved in turbulent situations in order to learn to flex and adapt to unfamiliarity.
<b>4.</b>	<b>Challenging Relationships</b> Get involved in situations that develop widely-useful relationship-building skills.
<b>5.</b>	<b>Persuading and Teaching</b> Know before you show. Engage in activities where active preparation is needed to successfully communicate your ideas.
<b>6.</b>	<b>Making Difficult Decisions</b> Raise the stakes by doing activities where the cost of making mistakes forces deliberate reflection.

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## BUILD THE NETWORK YOU NEED



Your network should be a mix of three types of resources.

**Operational Resources** help you manage ongoing, daily responsibilities.

**Developmental Resources** help you think about your personal development and help you grow.

**Strategic Resources** can see beyond the horizon and help you plan for the future.

# RESOURCES

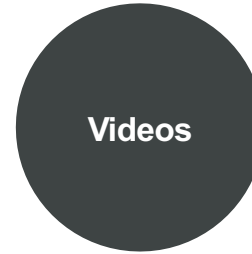
- 1 Rewarding Performance**  
site contains information on goal setting and IDP development.
- 2 Enhancing HR Capability**  
site outlines the HR Success Profile, capability guidance for HR roles, and the full HR curriculum.
- 3 Worksheets and guides**  
will be emailed to you.



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