

جاب ویژن

HR VISION 03

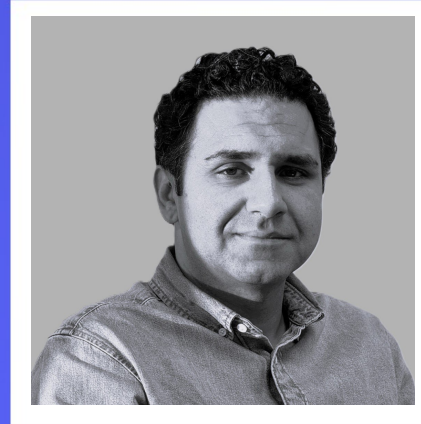
قدم زدن روی زمین

مرکز همایش‌های رازی، ۱۷ دی ۱۴۰۳

hrvision.ir

HR VISION 03

قدم زدن روی زمین



بهنام نجاری

معاون منابع انسانی گروه اسنپ

معمای استعداد: بسازیم یا قرض بگیریم

Internal Hiring in Leadership Roles





“Also interesting is, that 10 out of 11 **GREAT** companies **selected their top management team from inside the company.**”

Jim Collins in Good to Great





Satya Nadella's approach led to Microsoft's transformation from a traditional software company to a cloud-based services provider.



Why internal Hiring is Growing Globally?

- Cultural Fit
- Lower Cost and Risk
- Longer Tenure (internally appointed serve 1.4 years longer)



Do We Always Need to Hire from Within?

Absolutely Not!

- Business Transformation
- Lack of Internal Readiness
- Industry Shift



Skill Based Organization: A New Model for Work and Workforce



Use skills to make decisions about work and the workforce

- Skill Based Hiring
- Skill Based Workforce Planning
- Skill Based Pay
- Skill Based Performance Management
- Skill Based Leadership and Management



Skill Based Model Organizations:

Why skills matter more than job title?

- Internal Mobility
- Promote Equity
- Agility and Innovation
- Personalized Development



HR VISION 03

قدم زدن روی زمین



بهنام نجاری

معاون منابع انسانی گروه اسنپ