

HR-assembly

May 30 – 31, 2013

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2008



The change of generation - opens up huge possibilities

- Easier to make changes
 - Chance to get new competencies
 - Change work within the company
 - Internal development of competence
 - Attractive workplace
 - Take the chance to downsize
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Identified

Essential conditions

Challenges/need for changes





*The management team
made a strategic statement about
the future activities and
competencies*



Analyze the future competencies



Strategic analyze of the competencies

<p>New, future, important competencies</p>	<p>The most important competencies that we will keep in order to secure PS</p>
<p>Important today, but not tomorrow</p>	<p>Important, but not permanently, but have to be secured external</p>

Map out the future retirements 2008—2013:

Will we need this competence in the future?

What competencies are possible to downsize?

What new competencies will we need instead?

What kind of development/education is needed?

Do we have the competence internal or external?



Strategy of competence 2009 - 2013


Maintain the internal competence of our permanent staff and give them the opportunity to develop their skills to meet the future needs of competencies

Use the possibility that the shift of generation gives, in order to recalibrate the workplace and the competencies

Use the retirements to downsize if needed



Very good forward planning:

- we just don't employ the same
 - we have changed the competencies within the budget frame
 - we have recruited a big amount of externals, but
..... at the same time downsized
 - a lot of internal development
 - good staff polics
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Follow up

- Recruitments and retirements –
Every week
- Analyze of challenges, changes
and needs of competences
Ones or twice a year



2018

VISION



THANK YOU!

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