

# **HR-assembly** May 30 – 31, 2013

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# 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

## Identified

### **Essential conditions**

### Challenges/need for changes

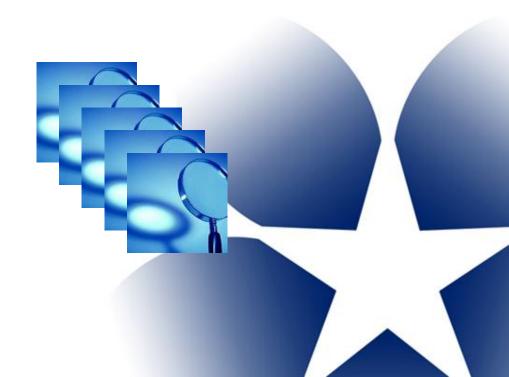




The management team made a strategic statement about the future activities and competencies



# Analyze the future competencies



### Strategic analyze of the competencies

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

# Map out the future retirements 2008–2013:



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 compence 2009 - 2013

Maintain the internal competence of our permanent staff and give them the oportunity 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 compentencies 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





 Analyze of challenges, changes and needs of competences
Ones or twice a year





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## **THANK YOU!**