



Background Presentation Corporate Management

**3rd Working Group
Leipzig, April 17th.2008**



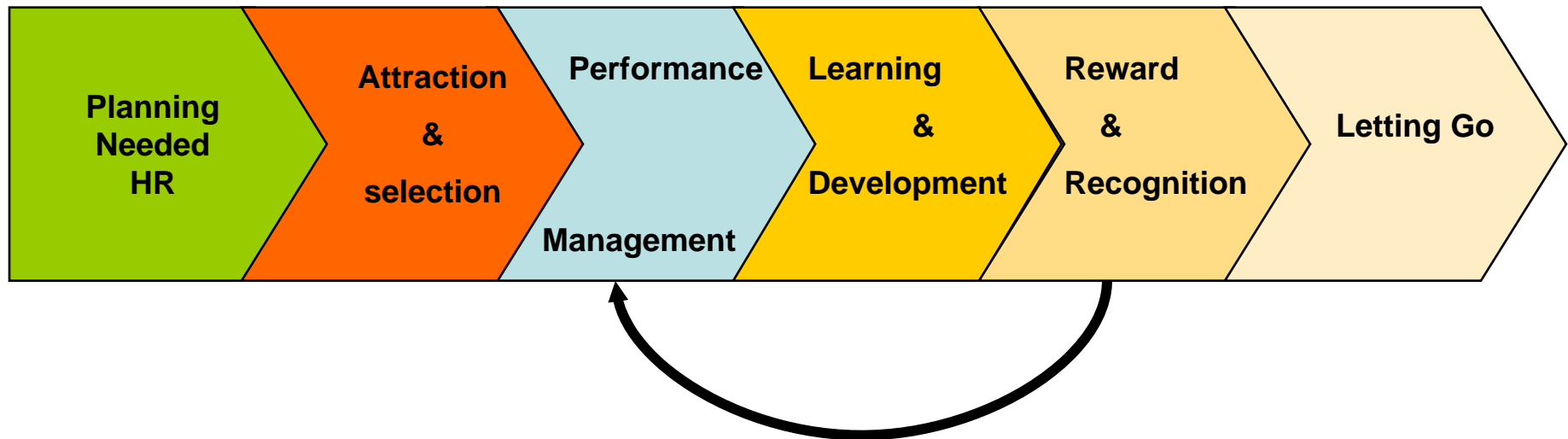


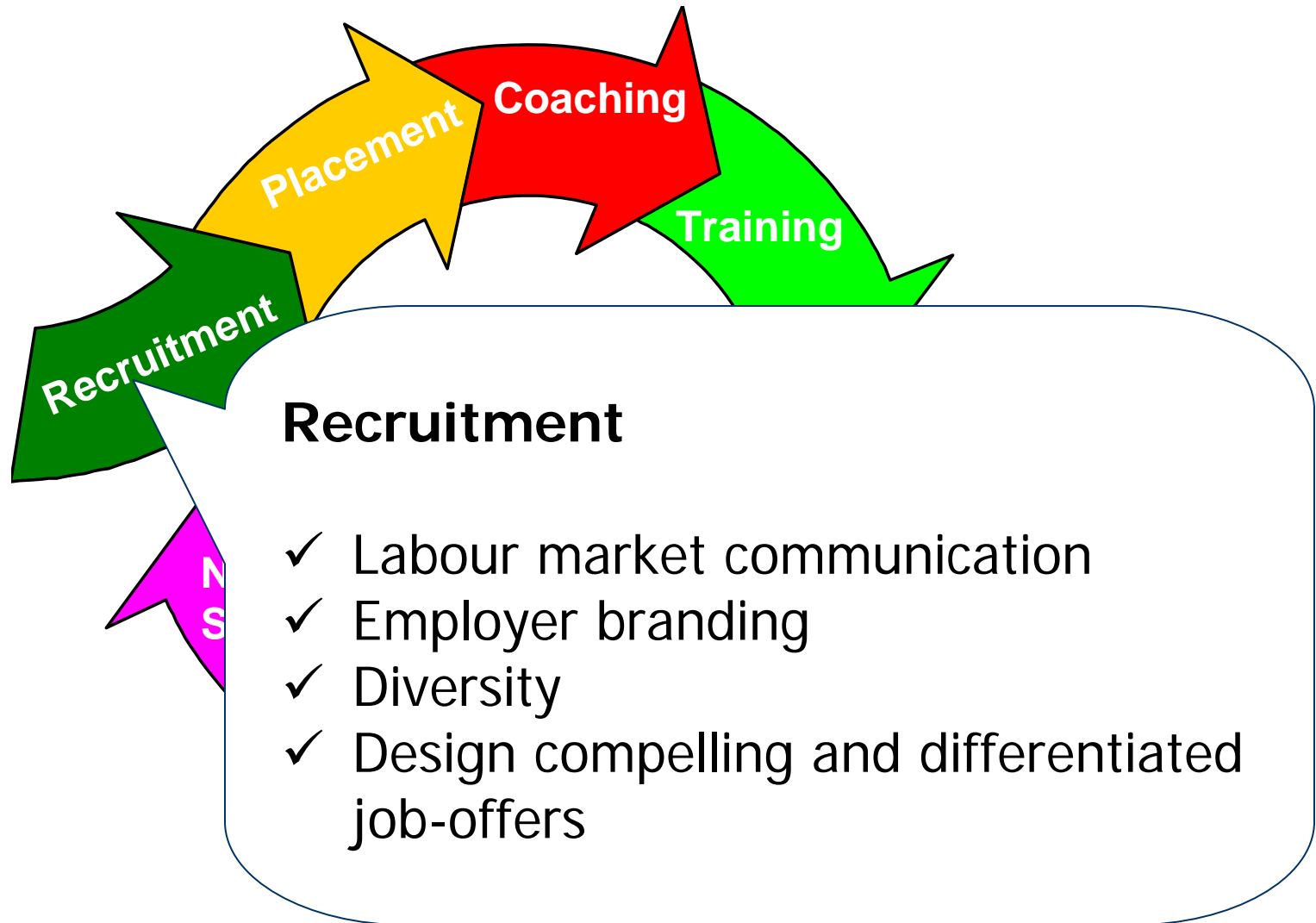
The Skills Gap

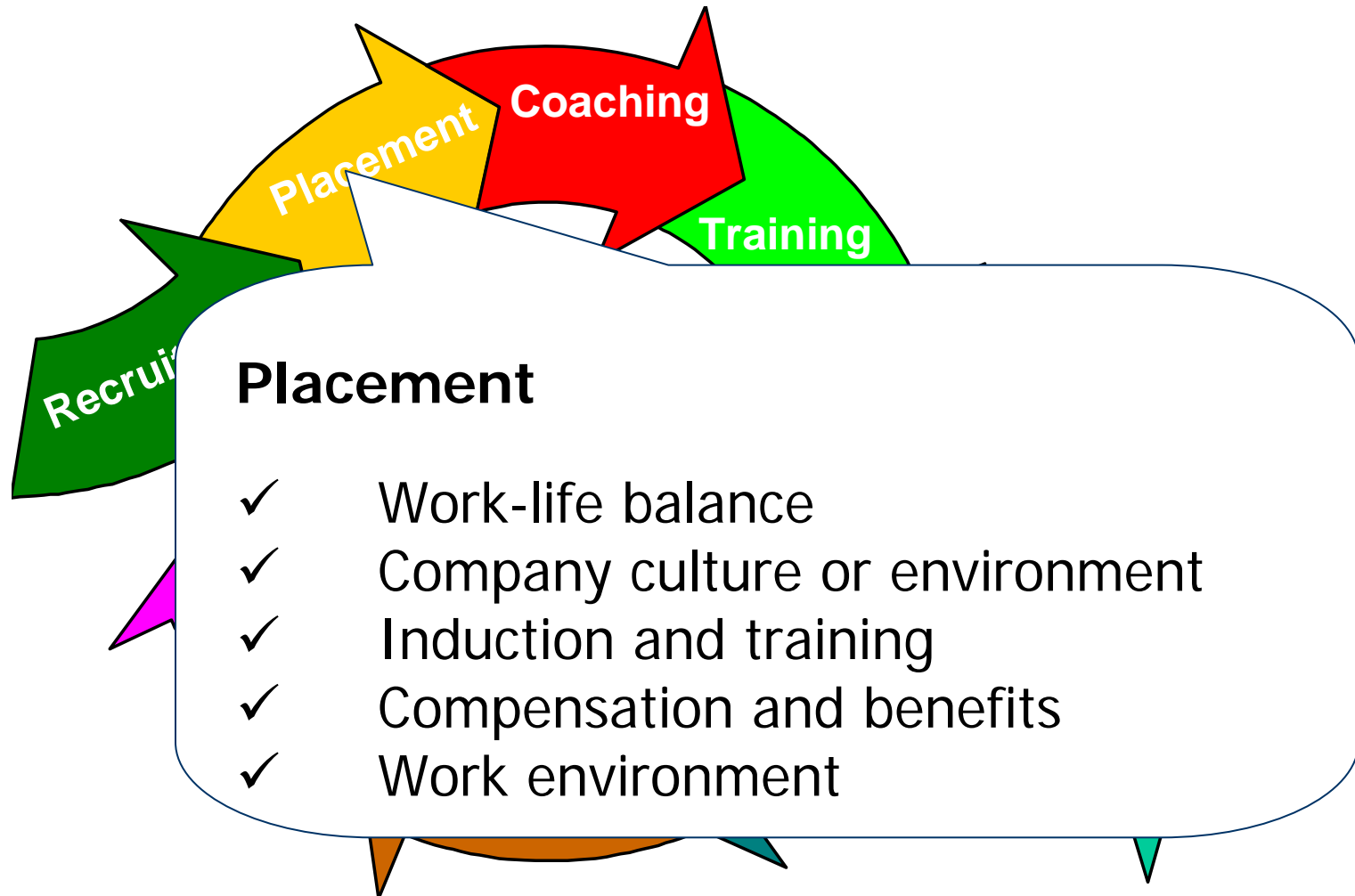
- Mismatch between current and future capabilities
- Did we train our people enough in the past?
- Need for more high(er) skilled employees (people managers, Financial and IT-specialists etc.)
- An ageing workforce (retirement)
- Some knowledge gaps like:
 1. Basic skills – customer service, communication
 2. Technical skills
 3. Leadership and management
 4. Emotional intelligence



A 'human supply chain'











Recruitment

“WHAT ARE SOME MAJOR WEAKNESSES IN YOUR PRESENT RECRUITMENT OF NEW PERSONNEL?”



ATTRACTING GOOD/GREAT EMPLOYEES

WHAT CAN YOUR ORGANISATION DO
BETTER IN ATTRACTING NEW
EMPLOYEES WHO HAVE THE
REQUIRED COMPETENCIES?