Avec le soutien de / Met de steun van :

PeopleSphere, SD Worx, Berenschot, LinkedIn

1. Life is too short
for the wrong job
…
even in public sector!

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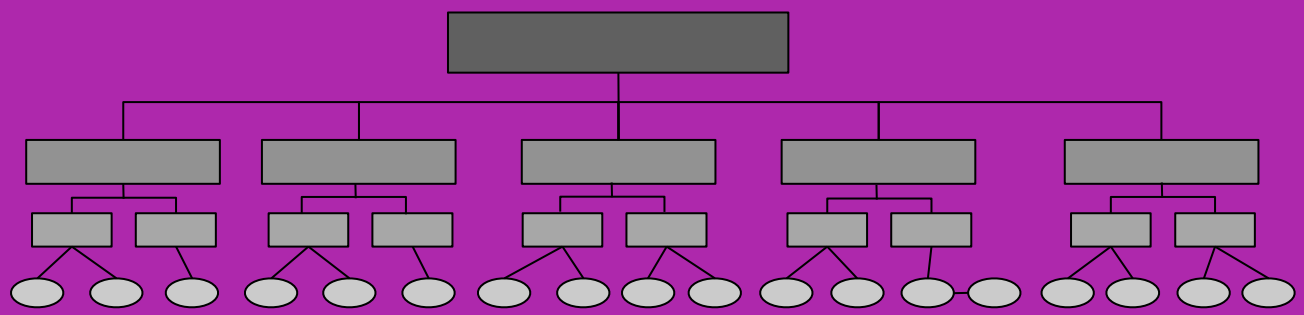
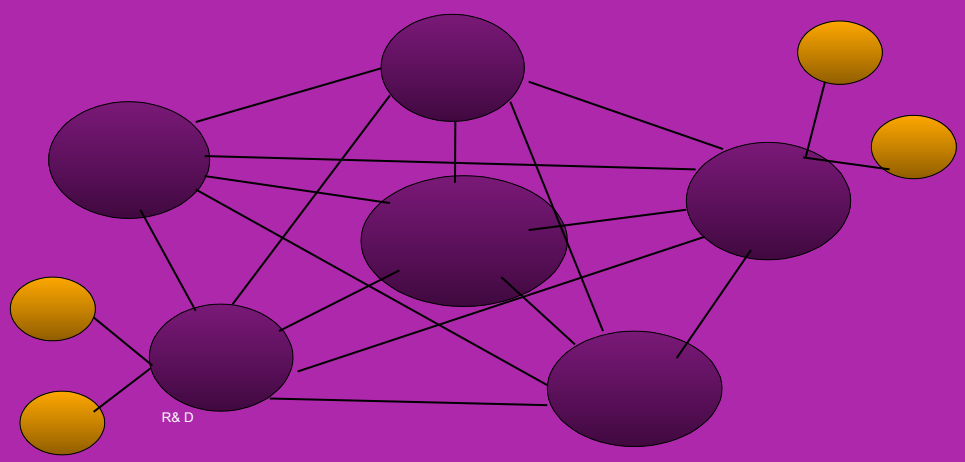
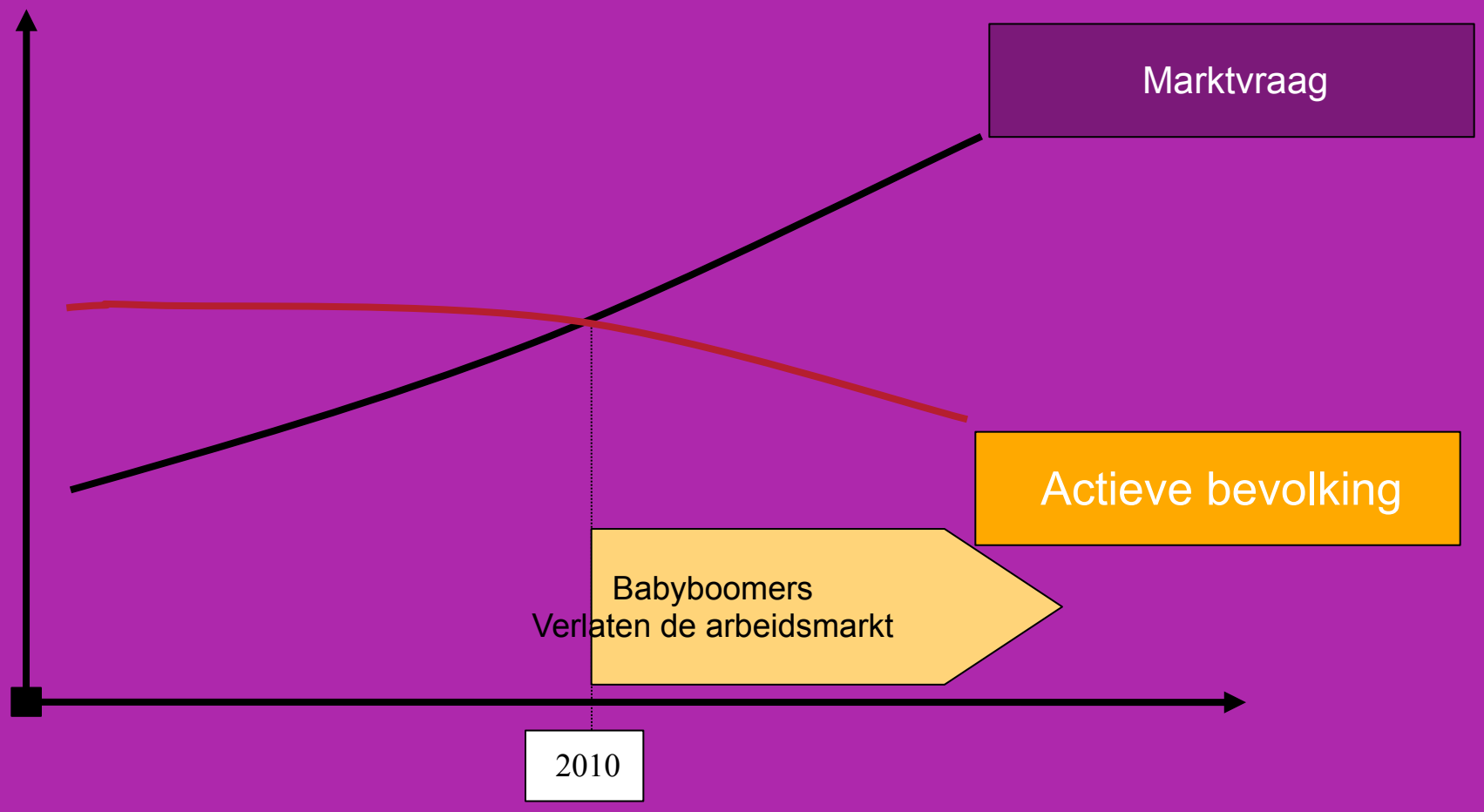
2. Verandering in de organisaties





3. Arbeidsmarkt



Most wanted talent

HR Excellence

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Reality check

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talent behoort niet tot één boss

Talent aantrekken?

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Talent management

Talent management dans le

HR Excellence

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talent management
in de publieke sector
is
(super)

zwaar

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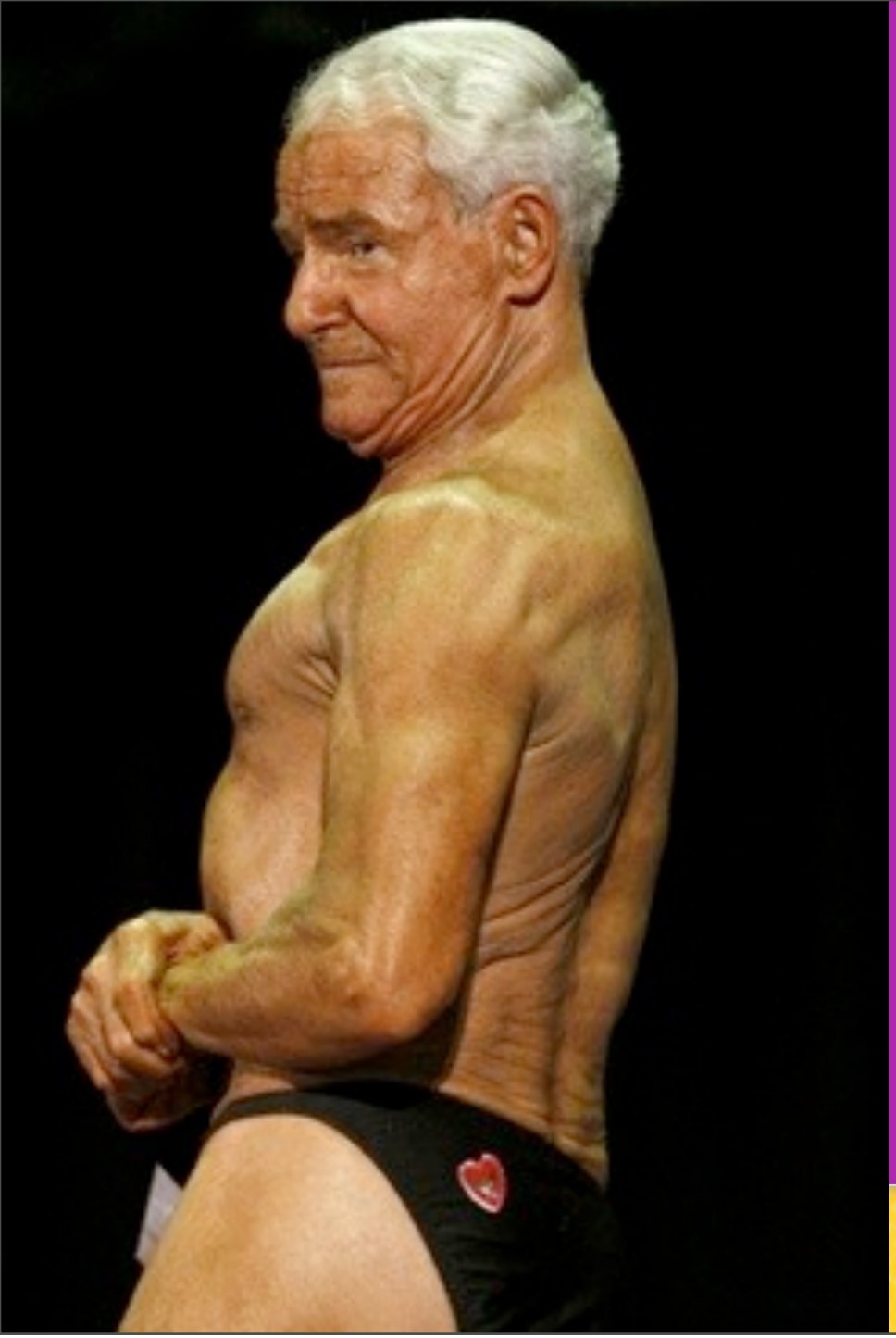

and career management is

bijna

onmogelijk

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In conclusie,
verloren wij
onze best talents

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Talent Avenue

=

strategic corporate needs

+

individual needs

HR Excellence

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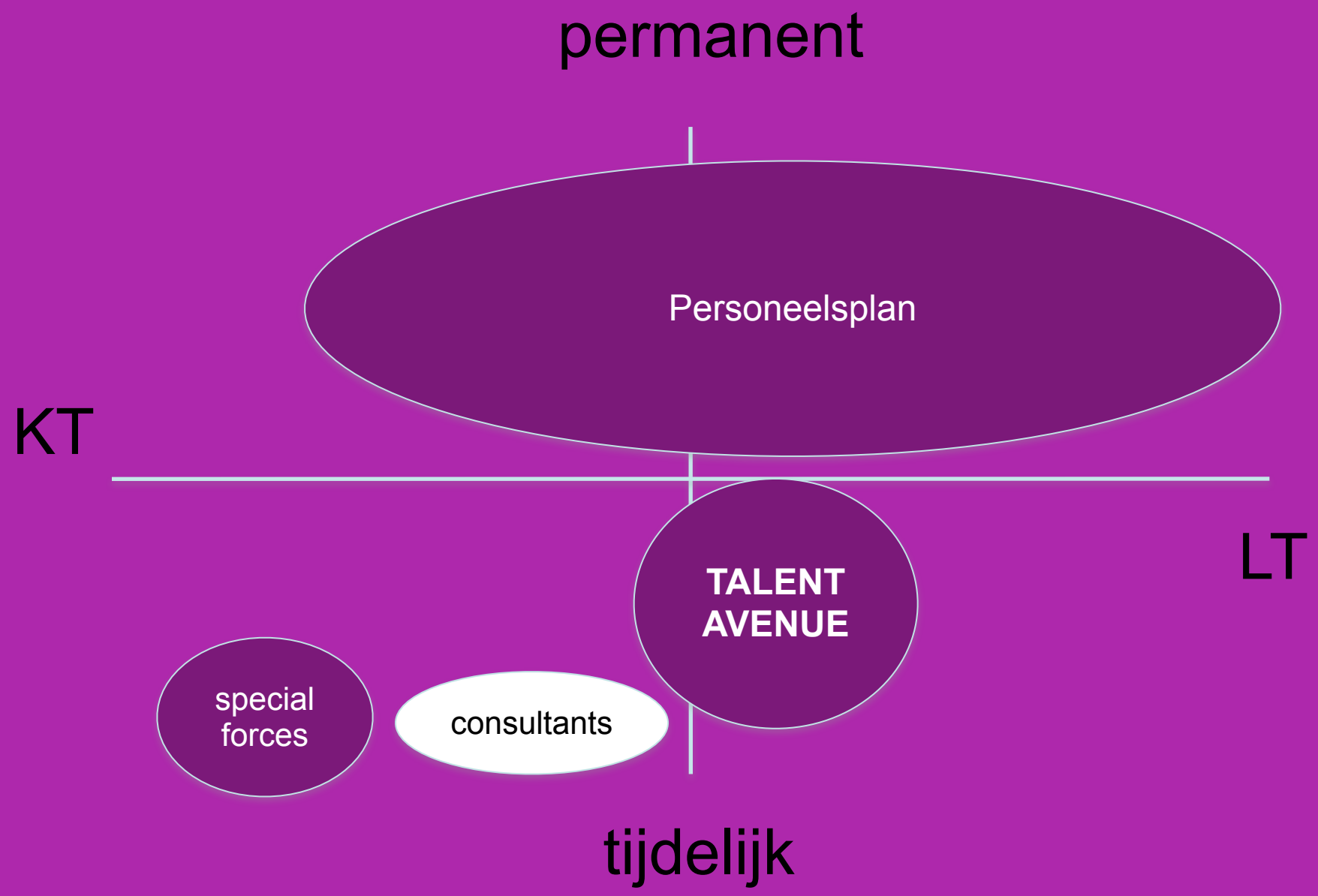
strategic corporate needs

talent avenue


permanent
Personeelsplan
KT
LT
TALENT AVENUE
special forces
consultants
tijdelijk

	Special forces	Talent Avenue	Plan Personnel
candidate	1 to many	1 to 1 or 2	1 to many
process	selor	people to orga	selor
ownership	selor	organisation	selor
timing	2 months	a few weeks	from 75d to 165d
compensation	moderate	none	new package
admin	Bijlage/KB	bijlage / KB	nieuw KB / contract

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interessante

projecten

&

mastered

process

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strategic individual needs

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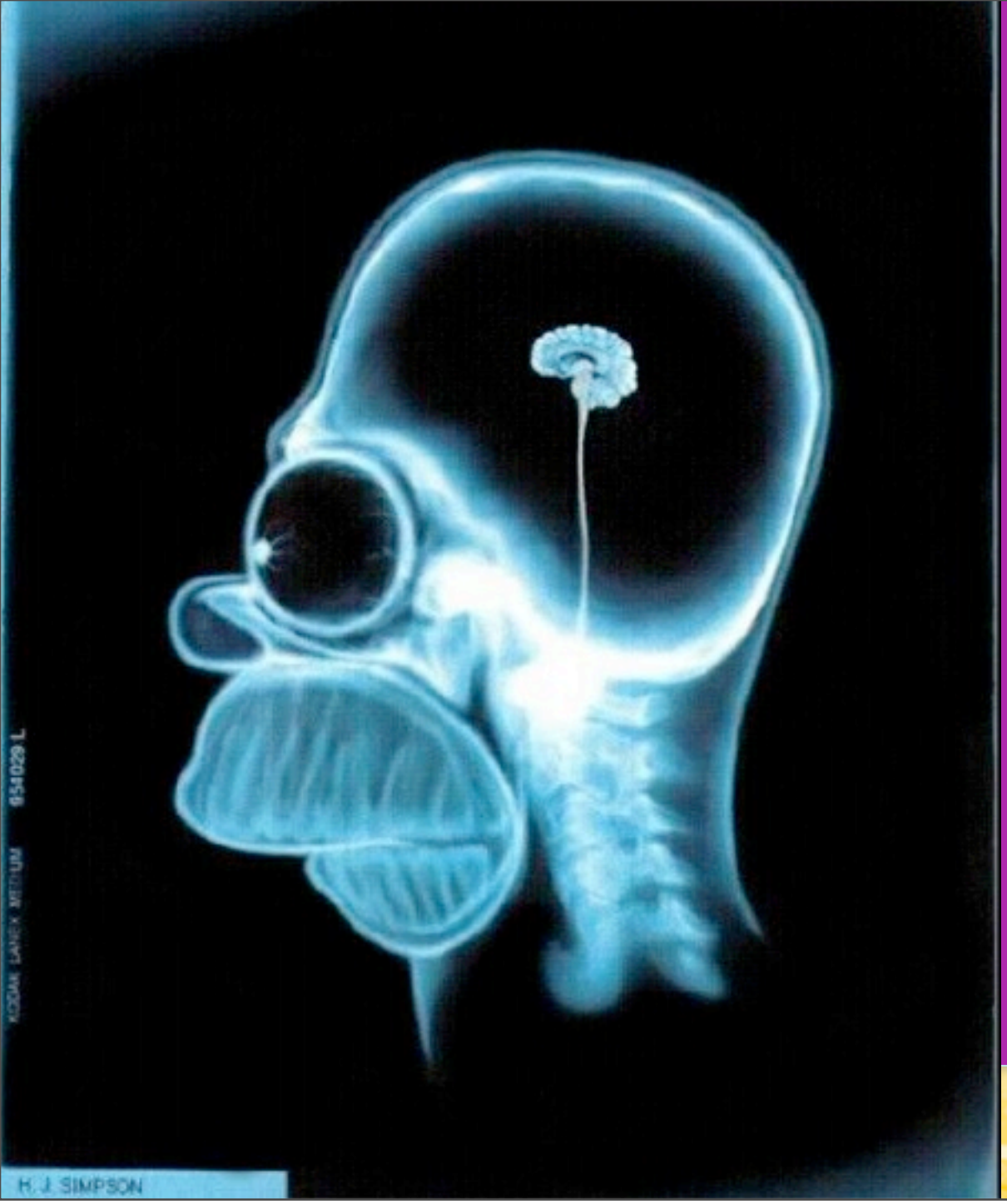


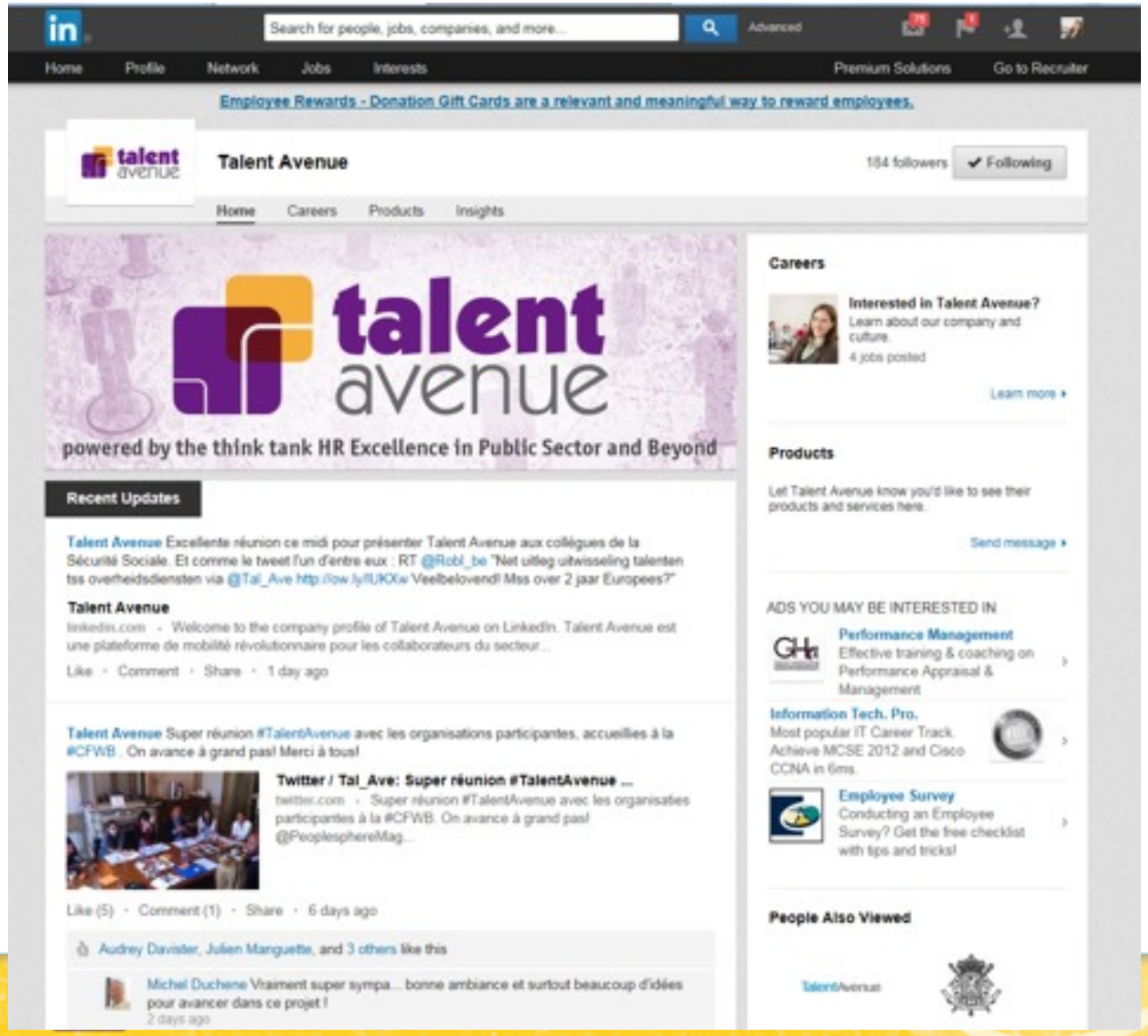
Most frequent opinion about the way **Talents** are able to **self-assess** their

talent avenue

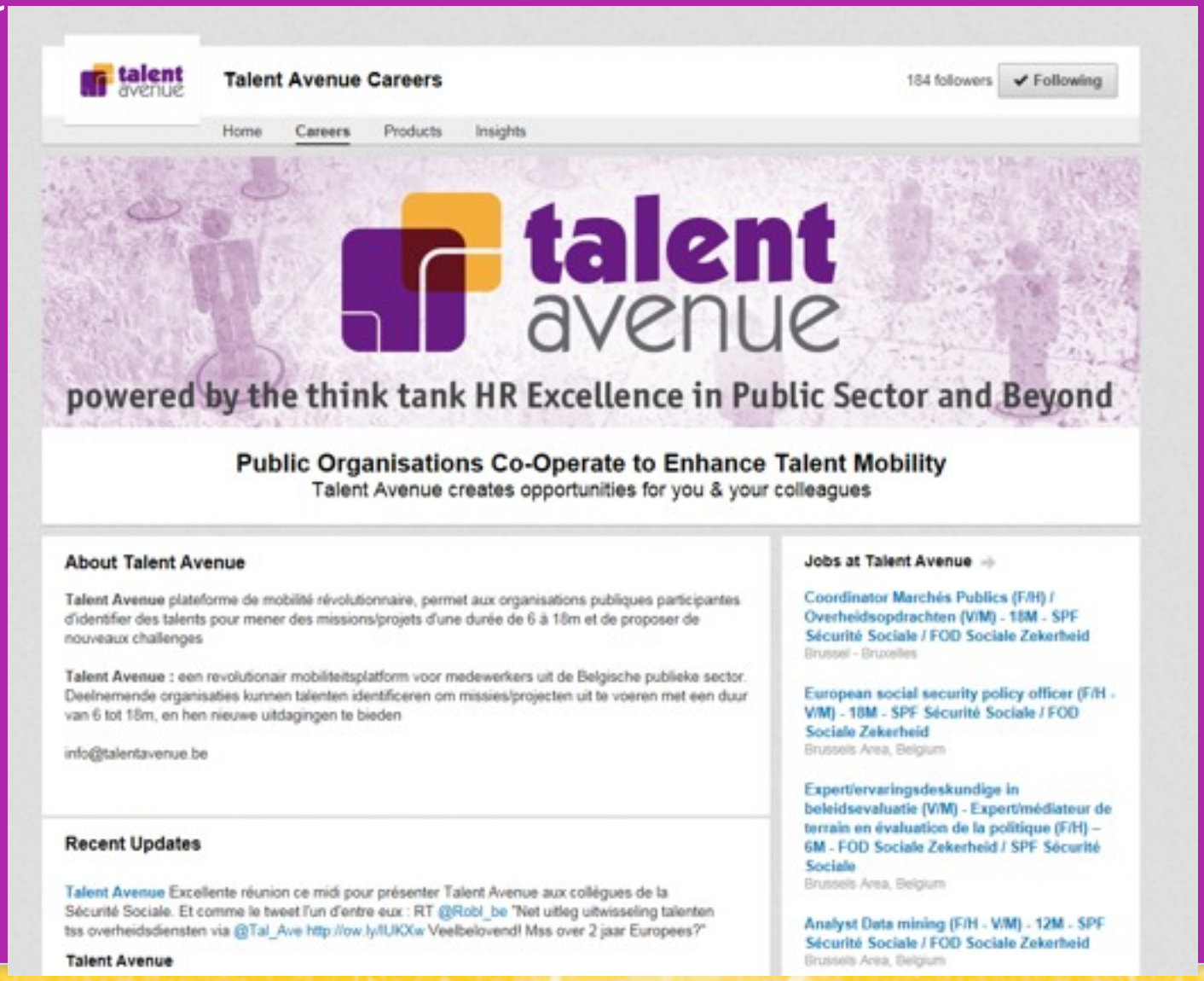
Comment?

LinkedIn®

Talent Avenue homepage



Careers Page



Cible chaque candidat avec le **job pertinent** automatiquement

Jobs you may be interested in

Foreign Affairs Analyst
Talent Avenue – Apply Now

Foreign Affairs Consultant
Gap Inc. – Apply Now

John
Foreign Affairs Analyst

Sees **customised Analyst** Talent Avenue career page

Jobs you may be interested in

Senior Auditor
Talent Avenue – Apply Now

Auditor
Amazon – Apply Now

Erica
Senior Auditor

Sees **customised auditor** Talent Avenue career page

Jobs you may be interested in

Finance Manager
Talent Avenue – Apply Now

Financial Analyst
Bank of America – Apply Now

Bryan
Finance Analyst

Sees **customised finance** Talent Avenue career page

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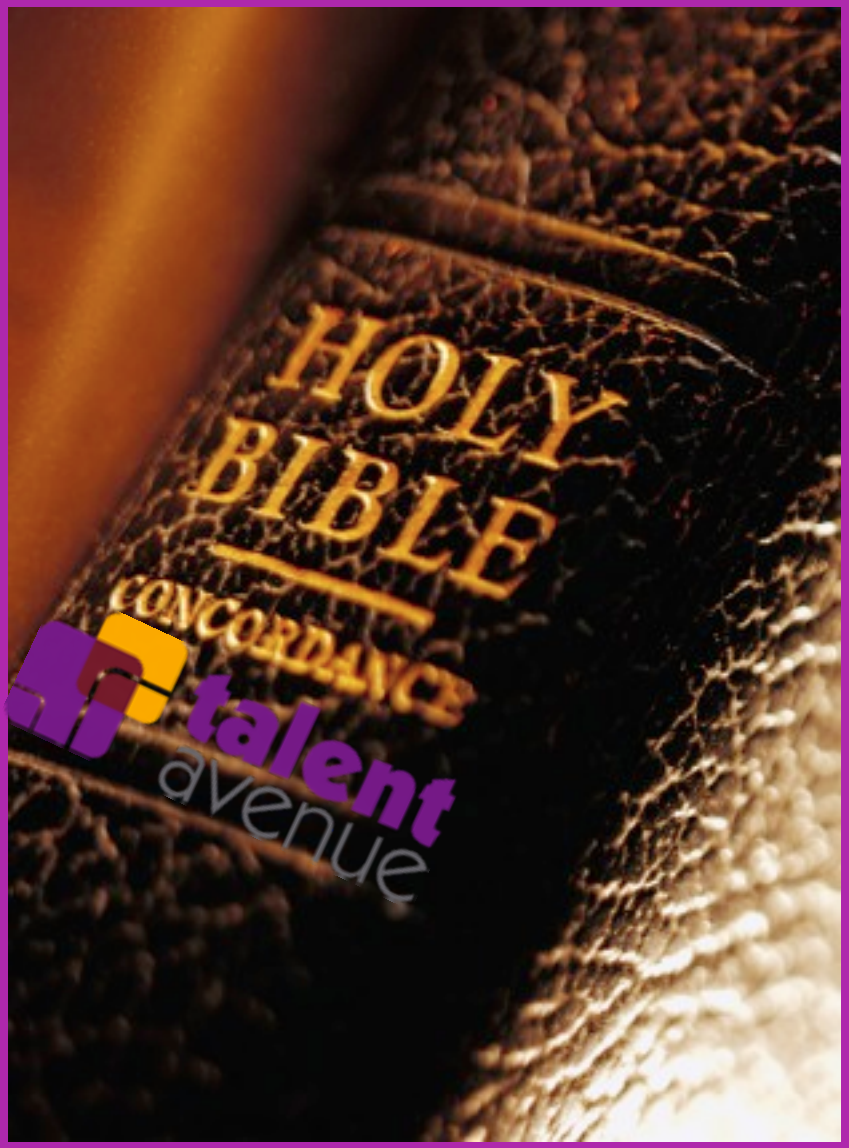

ground rules

Extended Public sector =

From federal to cities

Non profit

Universities, High Schools, …

Health sector

Parastatal : Belgacom, De Post, RTBF, VRT, NMBS

But also Police, Brandweer, OMCW/CPAS, …

Missions:

-entre 6 et 18 mois

-au moins mi-temps

PAS de négociation du package salarial

PAS de promotion

PAS de compensation financière

FOCUS SUR

LEARNING & DEVELOPMENT

Talents restent payés par l’organisation d’origine.

PAS DE TRANSFERT FINANCIER ENTRE ORGANISATIONS

Seuls les employés des organisations participantes peuvent postuler pour des missions

Organisations participantes:

Chancellerie, SPF Finances, SPF Affaires étrangères, SPF B&B, SPF P&O, SPF Mobilité, SPF Sécurité sociale, Fedict

A venir: fédération Wallonie-Bxl

& Beyond…

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Votre rôle de “leader 2020”:

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De leden van Talent Avenue verbinden zich ertoe om de tijdelijke mobility van een talent niet te blokkeren omwille van interne redenen.

De **ontwikkeling** van talenten **buiten** eigen organisatie is een onmiskenbaar **voordeel** is voor de **medewerker**, voor de **gemeenschap** en voor de **organisatie** zelf.

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collaboration
is everything

Do you join Talent Avenue?

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Questions? Vragen?

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THANK YOU!
Thank You
Thanks
THANKS
Thank you
THANK YOU
Thank
THANKS
THANK YOU