



**Avec le soutien de / Met de steun van :**  
*PeopleSphere, SD Worx, Berenschot, LinkedIn*

# **HR Excellence** **in Public Sector** **and Beyond...**

Think tank  
40 Top Managers  
Belgian Public Sector  
Founded in Dec 2009  
[www.peopleshere.be/hreps](http://www.peopleshere.be/hreps)

# mission

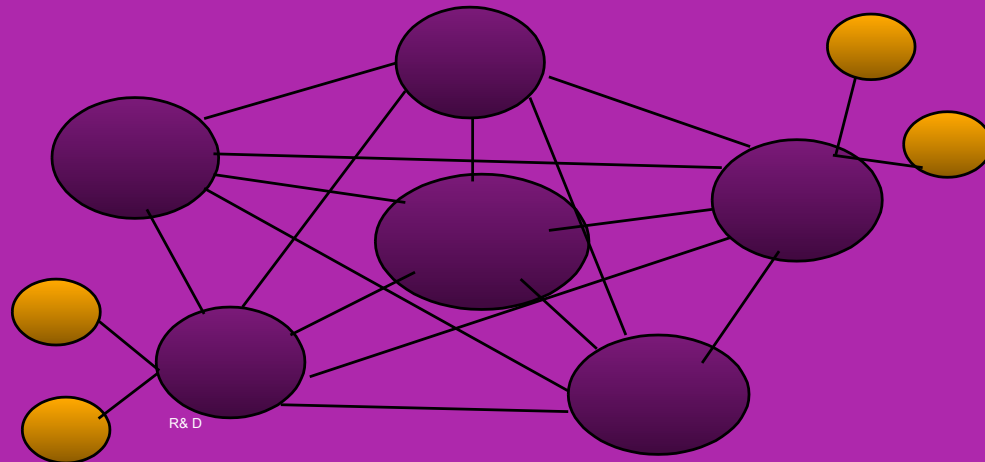
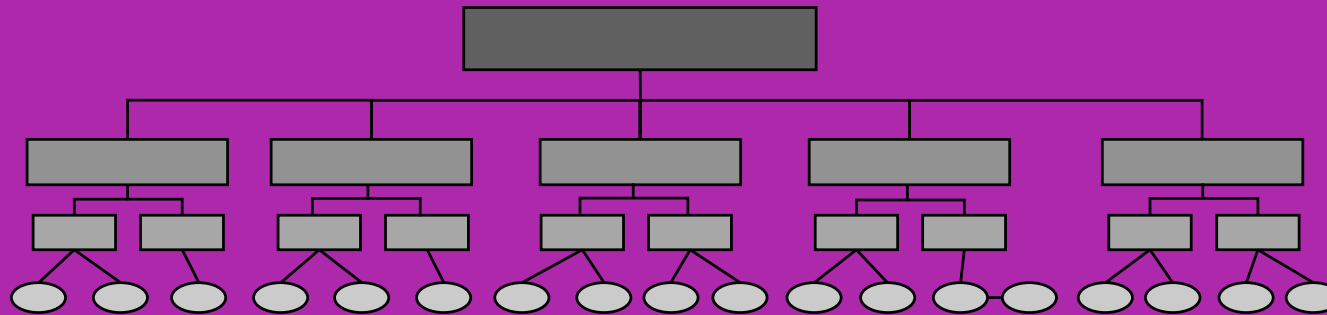
*to share best practices  
& promote innovation  
related to people management  
in the public sector and beyond*



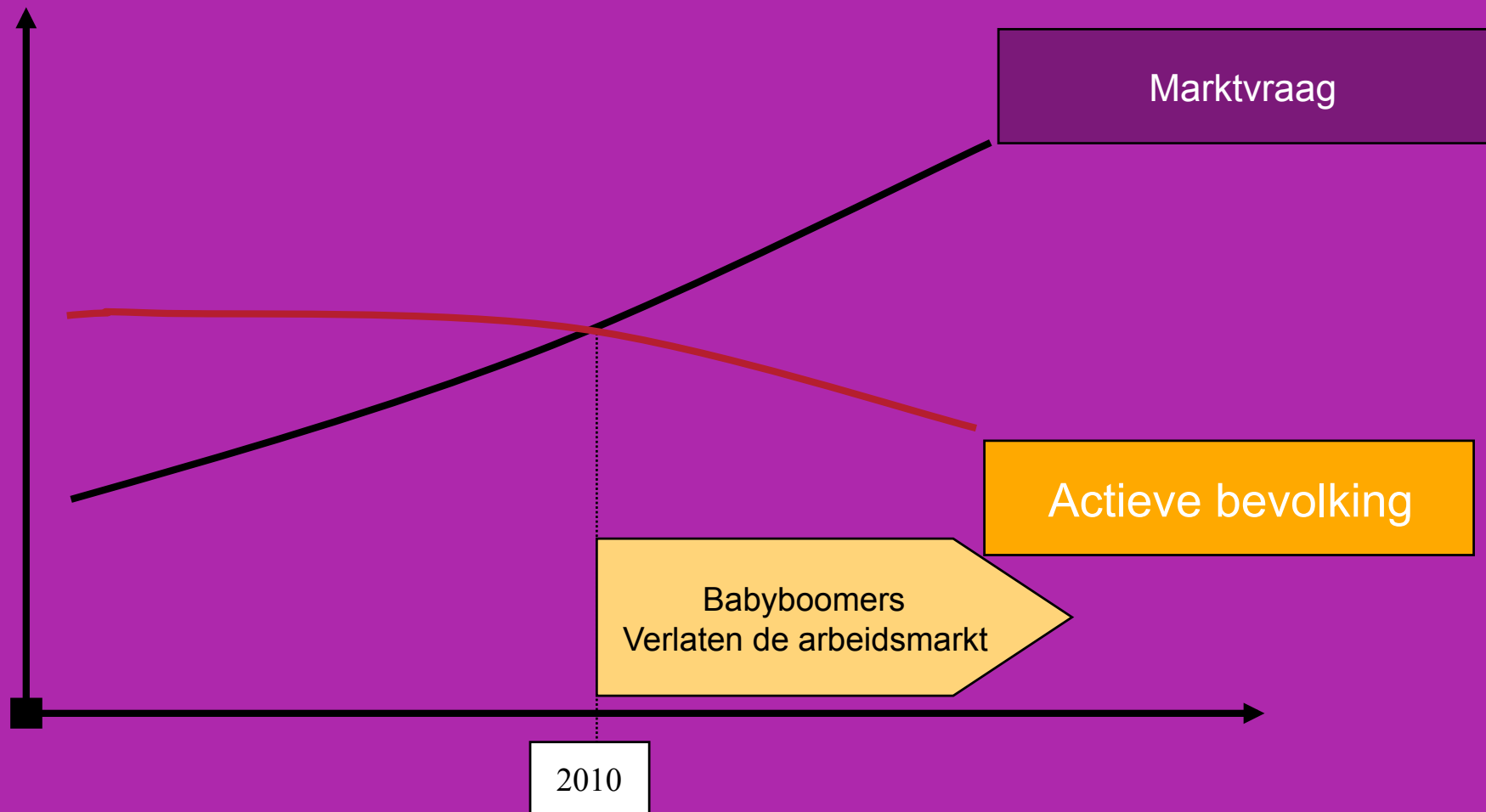
het leven is te kort  
voor een saaiende job  
...  
zelf in  
de publieke sector!



# Veranderingen in de organisaties



# Arbeidsmarkt





**Most wanted talent**



A woman with curly hair, wearing a light-colored, sleeveless dress, is singing into a microphone on a stage. She has her right arm raised towards a large, metallic, 3D star logo. The background is a vibrant display of fireworks exploding in a dark sky. The text 'BRITAIN'S GOT TALENT' is prominently displayed in large, metallic, 3D letters across the top of the image. A small URL is visible in the center of the image.

# BRITAIN'S GOT TALENT

<http://www.youtube.com/watch?v=LDuBIQ9wU>

Reality check

# Talent

=

vermogen  
x motivatie  
x opportuniteit





talent  
aantrekken?  
behouden?

talent behoort niet tot één boss



talent management  
in de publieke sector  
is  
(super)

**zwaar**





and career  
management is

**bijna**  
**onmogelijk**

in **redelijke** termijnen





In conclusie,  
verloren wij  
onze **best** talents



talent management

=

strategische corporate behoeften

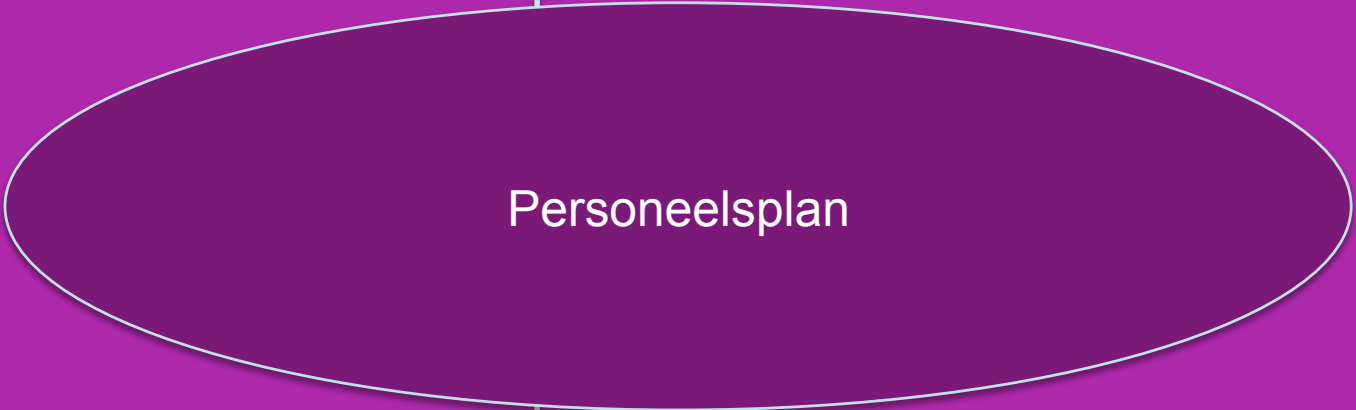
+

individuele behoeften



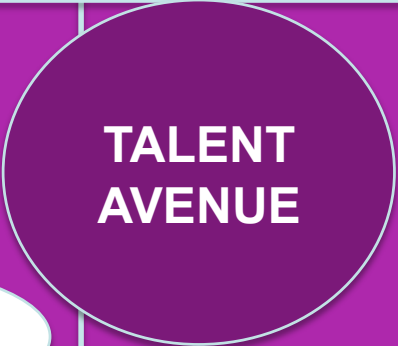
# strategic corporate needs

permanent



KT

LT



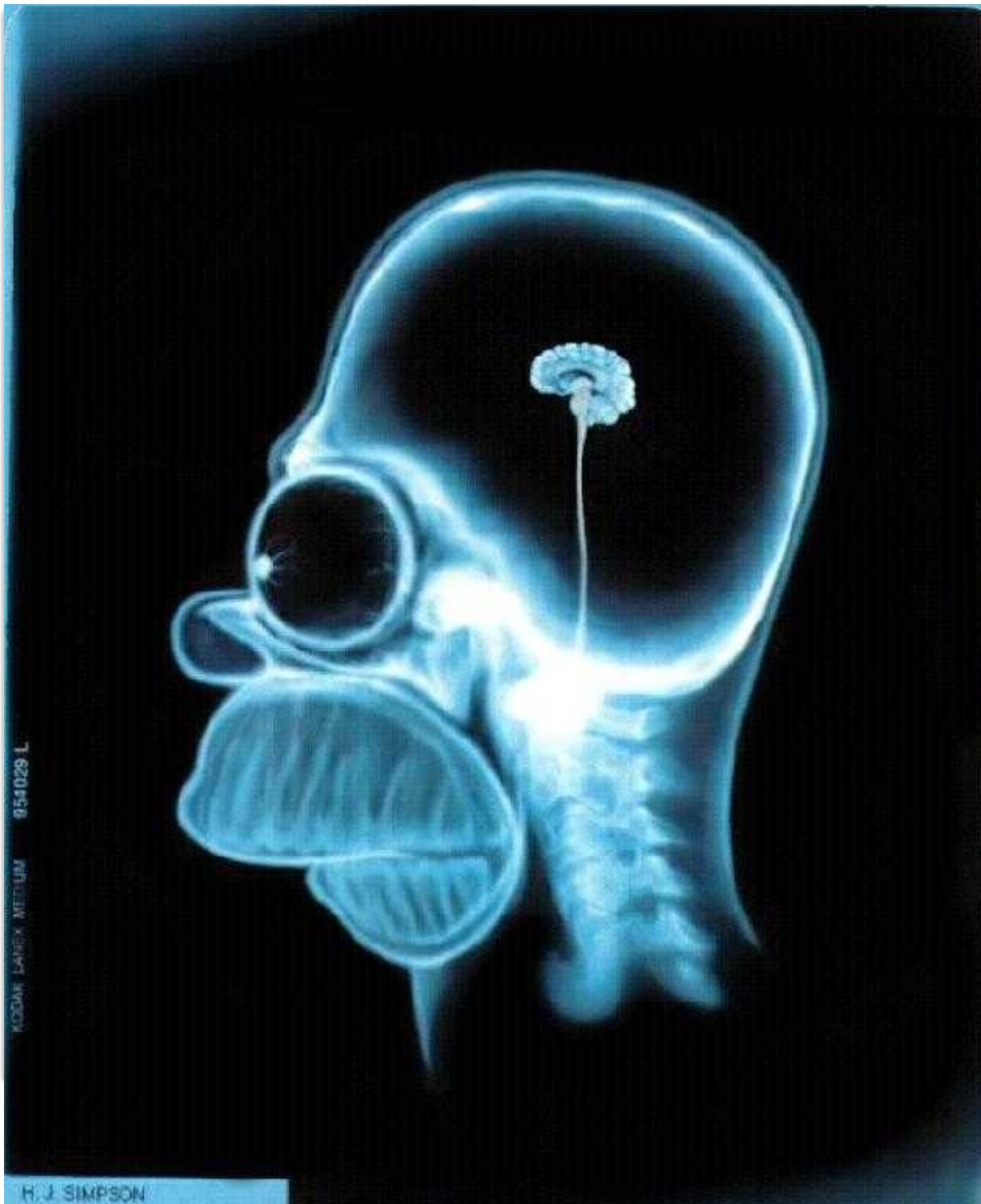
tijdelijk

interessante  
& projecten  
beheerd  
proces



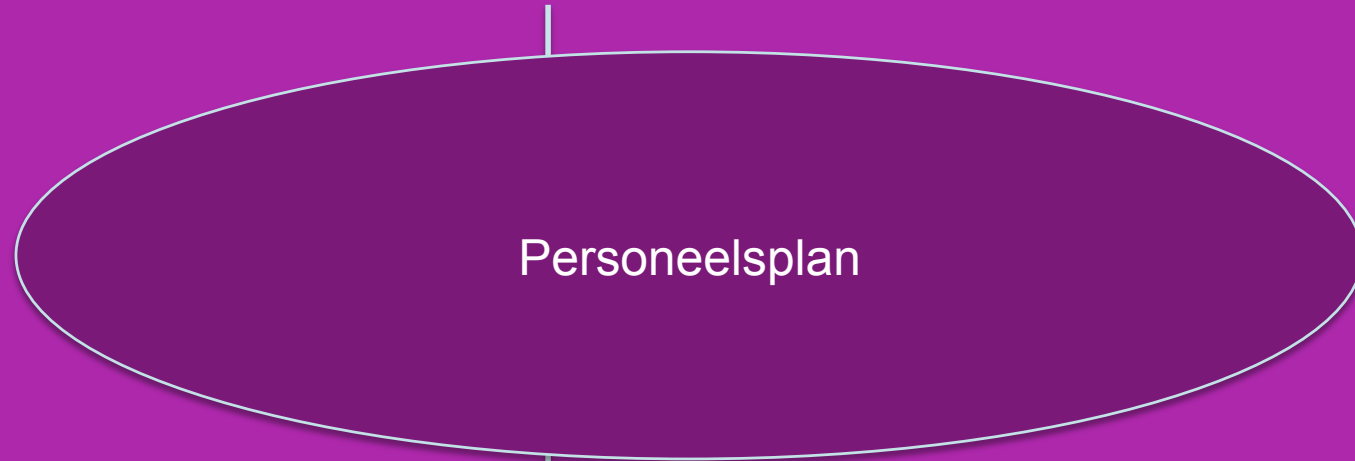
# individuele behoeften





onze talenten  
kunnen zich  
evalueren veel  
**beter** dan wat  
meeste chefs  
denken

permanent



KT



LT



tijdelijk



# ground rules

# uitgebreide publieke sector =

Van federale overheid tot steden

Non profit

Universiteiten, onderwijs, ...

Gezondheidssector

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

Maar ook Police, Brandweer, OMCW/CPAS, ...



Talent Avenue biedt aan  
organisaties en hun medewerkers  
een ongelooflijk opportuniteit aan  
om kennis te delen en hun  
talent(en) te laten ontwikkelen



Min 10 organisaties  
Max 5 assignments/ organisatie  
Klaar vanaf January 13

# Assignement:

- tussen 6 en 18 maanden
- min halftijds
- in België
- “detachering”

Eerste maanden  
alleen maar in  
de (uitgebreide) publiek sector

daarna open  
privé sector

GEEN salaris onderhandelingen

GEEN bevordering

GEEN financiële herstelbetaling

nadruk is op

LEARNING & DEVELOPMENT

geledg



Alleen de werkenemers  
van de deelnemende organisaties  
kunnen postuleren

De werknemer blijft betaald door  
zijn oorspronkelijke organisatie

GEEN FINANCIËLE  
TRANSFERS TUSSEN  
ORGANISATIES

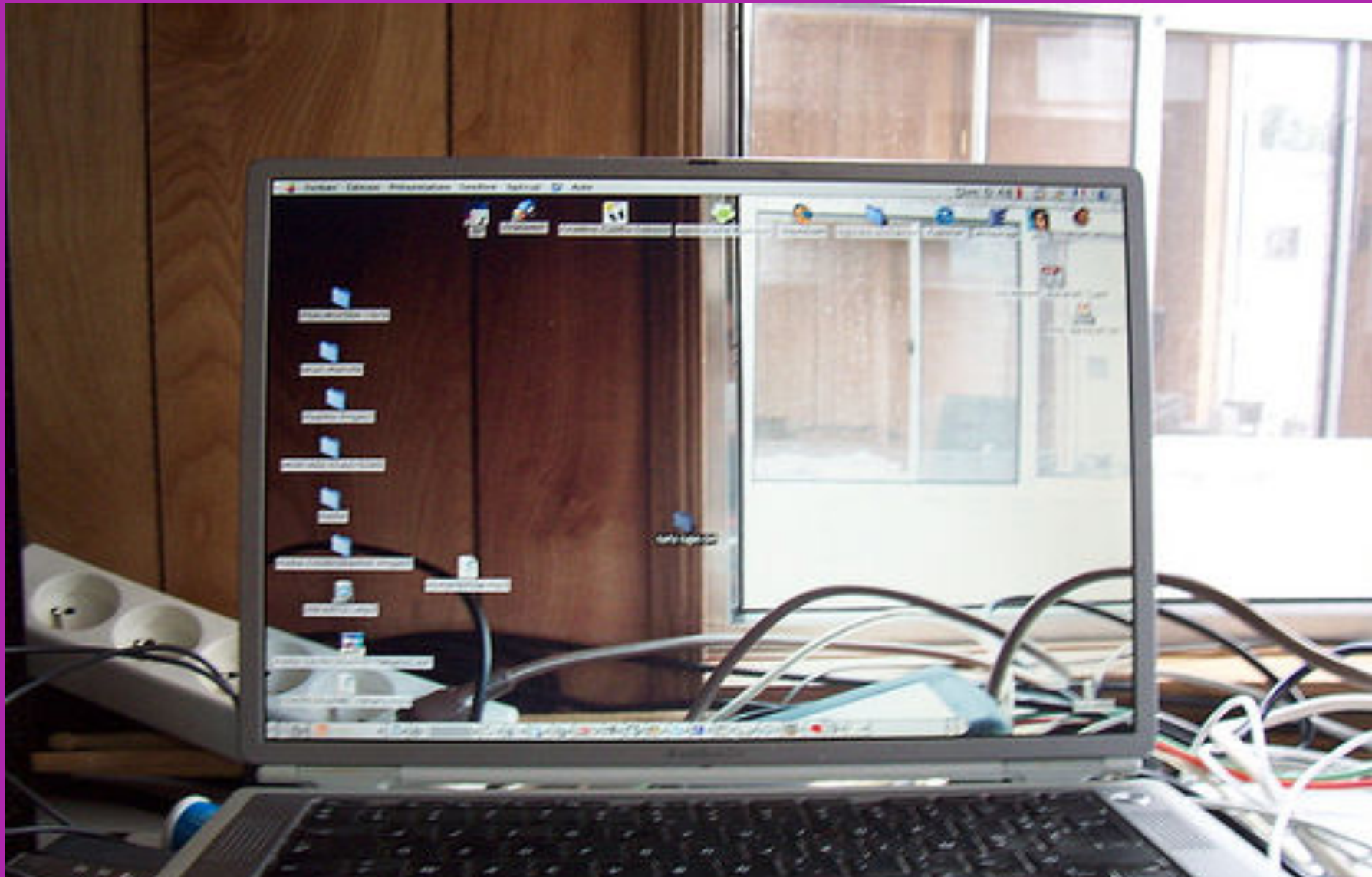


De leden van Talent Avenue **verbinden** zich ertoe om de tijdelijke **mobility** van een **talent** niet te blokkeren omwille van interne redenen.

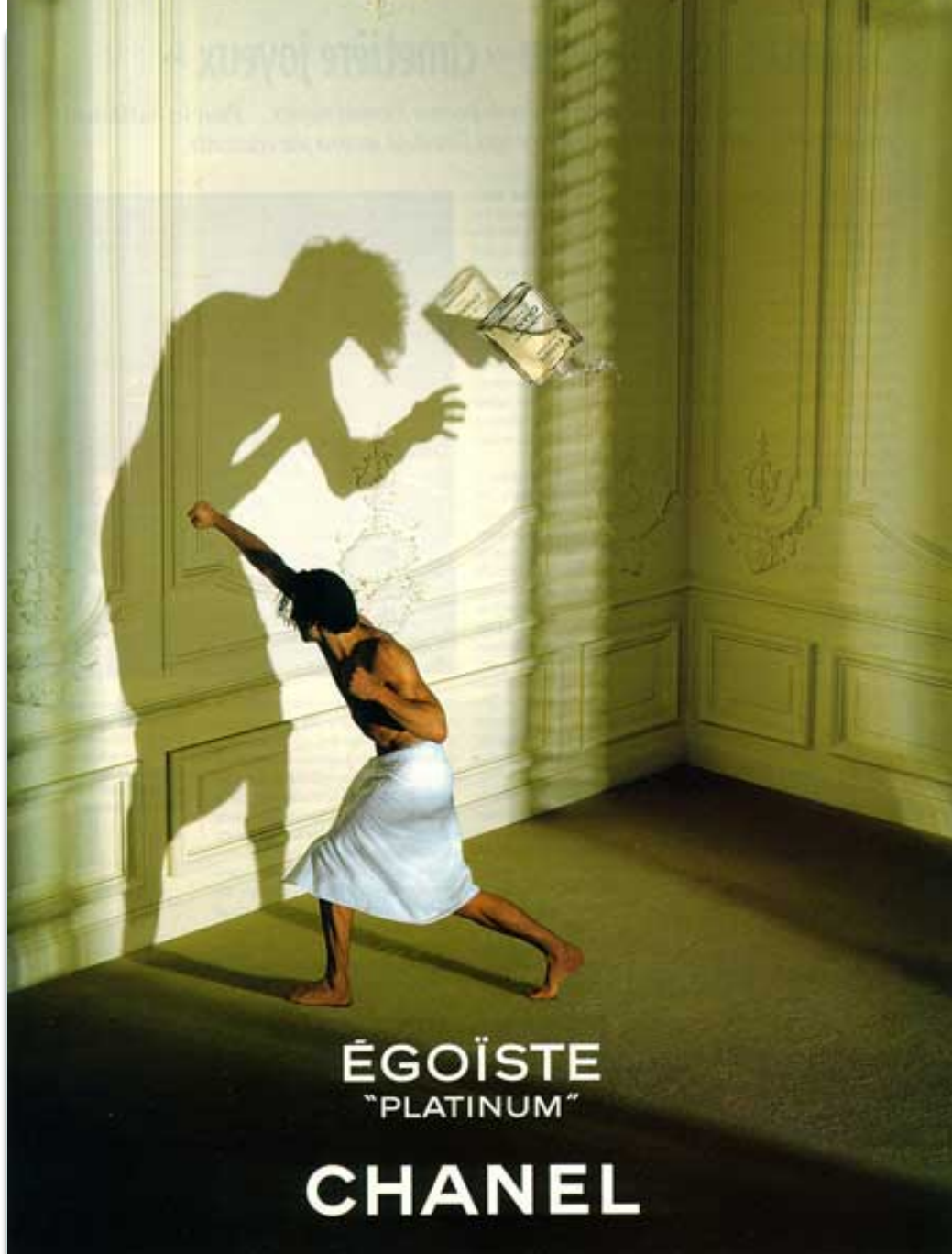


De **ontwikkeling**  
van talenten  
**buiten** eigen  
organisatie is een  
onmiskenbaar  
**voordeel** is  
voor de  
**medewerker**,  
voor de  
**gemeenschap** en  
voor de  
**organisatie** zelf.





**De aangesloten leden verbinden zich ertoe hun gegevens up-to-date te houden.**



ÉGOÏSTE  
"PLATINUM"  
CHANEL

« **wie  
niets  
geeft,  
krijgt  
niets** ».







**één spoc  
(single  
point of  
contact)  
aanduiden per  
organisatie om  
Talent Avenue  
zo goed  
mogelijk te  
beheren  
#KISSS**



# LinkedIn®







1,2 millions de belges



+ 8.000 nouveaux CV belges  
par semaine!



# Touche chaque candidat par rapport à ses compétences

Jobs you may be interested in

-  **Foreign Affairs Analyst**  
Talent Avenue – [Apply Now](#)
-  **Foreign Affairs Consultant**  
ABC CO Inc. – [Apply Now](#)





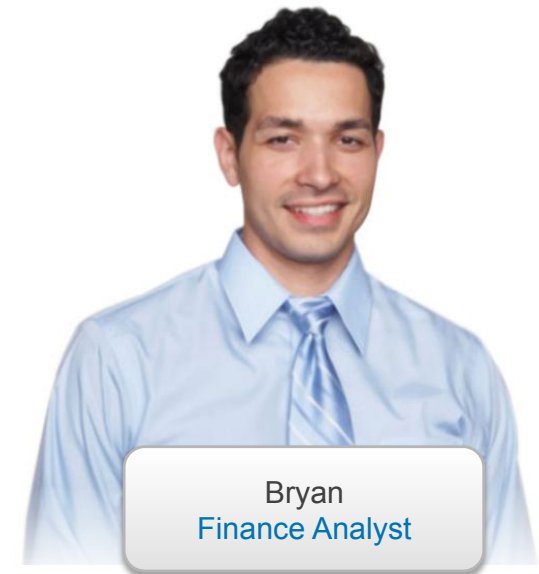
Jobs you may be interested in

-  **Senior Auditor**  
Talent Avenue – [Apply Now](#)
-  **Auditor**  
Amazon – [Apply Now](#)



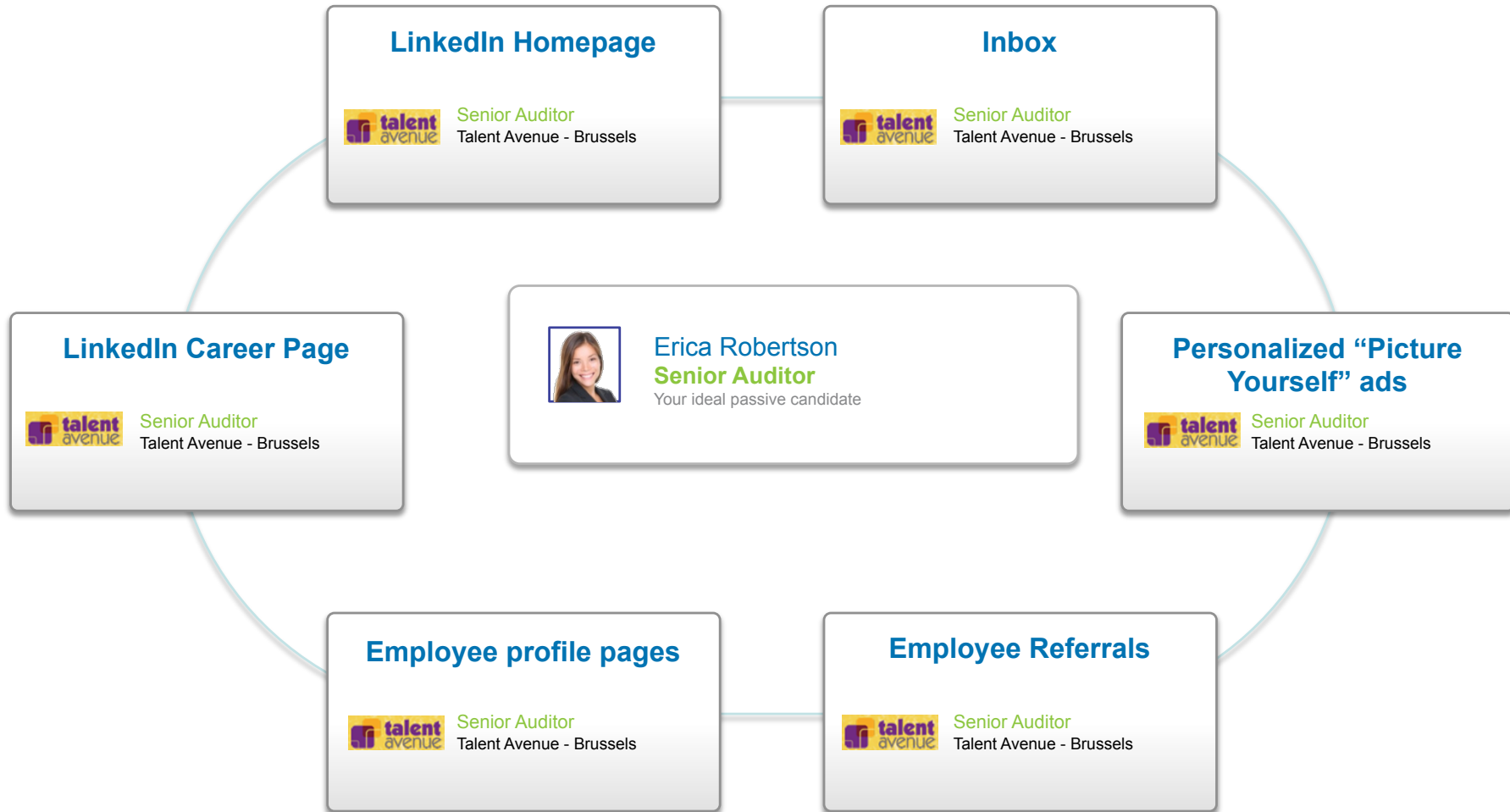
Jobs you may be interested in

-  **Finance Manager**  
Talent Avenue – [Apply Now](#)
-  **Financial Analyst**  
Bank of America – [Apply Now](#)





# Influence de chaque candidat à chaque point de contact



# L'expérience d'Erica avec Talent Avenue commence avec la homepage

The screenshot shows a LinkedIn profile page for Erica. At the top, there's a navigation bar with 'Home', 'Profile', 'Contacts', 'Groups', 'Jobs', 'Inbox', 'Companies', and 'More'. A search bar is on the right. Below the navigation is a banner that says 'We're looking for the world's best talent'. Erica's profile picture is on the left, and there's a 'Share an update' box with 'Attach a link' and 'Share' options. The 'LinkedIn Today' section features three articles: 'QR Code Resume Makes Your Embossed Paper Look Lame', 'IT'S OFFICIAL: Android Still Clobbering Everyone, iPhone', and 'Google Realtime Search Quietly Adds Quora, Buzz, Gowalla'. The 'All Updates' section shows three connection announcements: Laurie Durlister connected to Michele Kong, Klayton Kopecky connected to Claire Arnold, and Simon Zhang connected to Lee Paries. An 'Ernst & Young' hiring post is also visible. On the right, there are sections for 'People You May Know' (Robin Mayer, Deb Nastasi, Ruta Raju) and 'Jobs You May Be Interested In' (Senior Auditor at Talent Avenue, Auditor at Amazon, Manager at NetApp). A 'Who's Viewed Your Profile?' section shows 13 views and 10 search results in the past 3 days.

# Erica peut prendre connaissance des offres de Talent Avenue sur sa page personnelle

The screenshot shows a LinkedIn profile page for Steve Pecko. At the top, there are navigation links: Home, Profile, Contacts, Groups, Jobs, Inbox (with a notification), Companies, and More. A search bar is visible with the text "People" and an "Advanced" search option. The main content area is divided into several sections:

- Update Section:** A "Share an update" box with an "Attach a link" option and a "Share" button.
- LinkedIn Today:** A section with three articles: "QR Code Resume Makes Your Embossed Paper Look Lame", "IT'S OFFICIAL: Android Still Clobbering Everyone, iPhone", and "Google Realtime Search Quietly Adds Quora, Buzz, Gowalla".
- People You May Know:** A list of three suggested connections: Robin Mayer (Professional in Sales and Marketing), Deb Nastasi (Enterprise Services Representative), and Ruta Raju (Director Product Design at SAP Labs, Palo Alto).
- All Updates:** A list of recent activity, including "Laurie Durltester is now connected to Michele Kong", "Klayton Kopecky is now connected to Claire Arnold", and "Simon Zhang is now connected to Lee Paries".
- Ernst & Young:** A hiring announcement for a "Risk Services Manager" position.
- Talent Avenue Ad:** A prominent advertisement for Talent Avenue, featuring the text "Job & Knowledge Sharing Opportunities for you. Learn about our program & our open positions" and an image of a diverse group of professionals.
- Who's Viewed Your Profile?:** A section showing profile view statistics: "13 Your profile has been viewed by 13 people in the past 3 days." and "10 You have shown up in search results 10 times in the past day."

Targeted Ads reach your ideal members' employees and raise awareness of Talent Avenue





LinkedIn Account Type: Pro Lisa Congdon Add Connections

Home Profile Contacts Groups Jobs Companies News More


Companies Home | Leapfrog


1,272 followers [Follow](#)






**Educational products for a smarter planet.**  
LeapFrog is the industry leader in educational toys for the home and classroom.

ALL COMPANY UPDATES ▾


 **LeapFrog** Jeff Katz, LeapFrog CEO, talks about how investing in education will keep America competitive.

 **Technology and Great Teachers are Essential to the U.S.**  
The Frog Blog · Core to President Obama's priority of education reform is the idea that investing in education will produce long-term economic gains for our country.  
18 mins ago · Like (2) · Comment · Share

Members of Talent Avenue:

**HOW YOU'RE CONNECTED**



**12** First-Degree Connections  
**8** Second-Degree Connections  
[View all connections](#)


**CAREERS AT LEAPFROG**


Senior Product Manager, Monetization  
Emeryville, CA

Marketing Programs Manager  
San Francisco, CA


Launch Programs Manager  
Emeryville, CA  
[View Careers](#)


**ADS BY LINKEDIN MEMBERS**

 **MS in Internet Marketing**  
Get a Master's in Internet Marketing, classes are online. Learn more now!  
[Follow Full Sail University](#)

 **Rackspace® Australia**  
9 Secure Global Data Centers offer World-Class Managed Hosting. Chat Now!  
[Follow Rackspace Hosting](#)

**PRODUCTS AND SERVICES**

 **Leapster Explorer**  
The electronic handheld learning experience that encourages children to discover something new every day.


 **Learn to read**  
The amazing touch technology of the Tag Reading System encourages a child's love of reading.  
[More Products](#)

**HEADQUARTERS**  
6401 Hollis St.

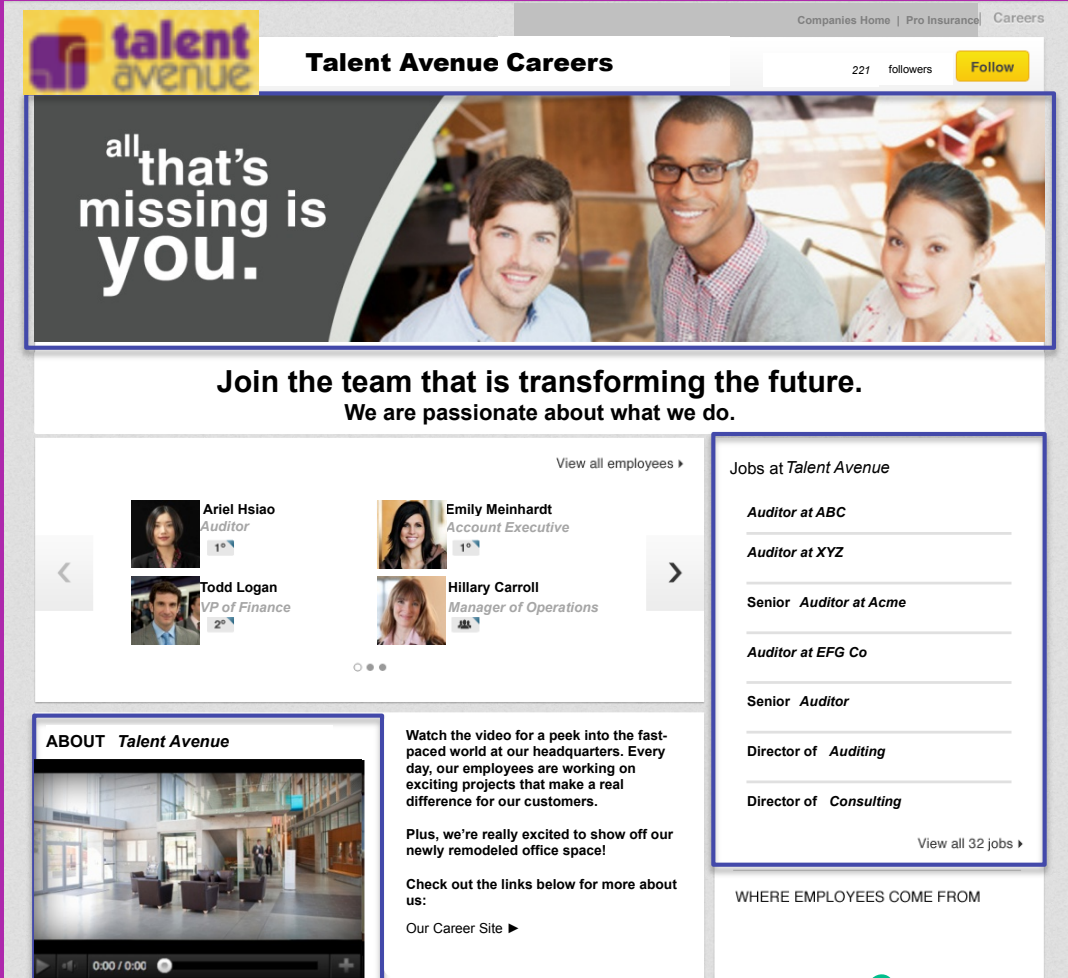
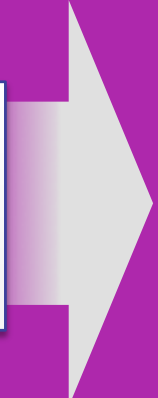
Erica surfe sur la homepage de Talent Avenue, à travers un contenu intéressant sur l'initiative et la philosophie de Talent Avenue



# Erica a alors accès à une page carrière personnalisée



**Erica Robertson**  
Auditor  
ACME systems



**Talent Avenue Careers** 221 followers Follow

Companies Home | Pro Insurance | Careers

all that's missing is you.

Join the team that is transforming the future.  
We are passionate about what we do.

View all employees >

**Jobs at Talent Avenue**

- Auditor at ABC
- Auditor at XYZ
- Senior Auditor at Acme
- Auditor at EFG Co
- Senior Auditor
- Director of Auditing
- Director of Consulting

View all 32 jobs >

WHERE EMPLOYEES COME FROM

**ABOUT Talent Avenue**



Watch the video for a peek into the fast-paced world at our headquarters. Every day, our employees are working on exciting projects that make a real difference for our customers.

Plus, we're really excited to show off our newly remodeled office space!

Check out the links below for more about us:  
Our Career Site >

# Chaque candidate a directement accès à des missions qui ont du sens par rapport à sa carrière



Jobs you may be interested in

-  **Foreign Affairs Analyst**  
Talent Avenue – Apply Now
-  **Foreign Affairs Consultant**  
Gap Inc. – Apply Now



John  
Foreign Affairs Analyst



Jobs you may be interested in

-  **Senior Auditor**  
Talent Avenue – Apply Now
-  **Auditor**  
Amazon – Apply Now



Erica  
Senior Auditor

Jobs you may be interested in

-  **Finance Manager**  
Talent Avenue – Apply Now
-  **Financial Analyst**  
Bank of America – Apply Now

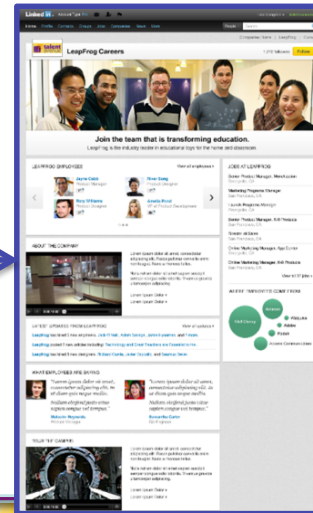


Bryan  
Finance Analyst

Sees customised  
**Analyst**  
Talent Avenue  
career page



Sees customised  
**auditor** Talent  
Avenue  
career page



Sees customised  
**finance**  
Talent Avenue  
career page



# Set up : gardons les choses #KISS



Support de l'équipe  
de LinkedIn :

Relationship Manager  
Campaign Manager  
Job Wrapping Team

1 Administrator (Company  
Page)

Set up offline

Support from HREPS partners

secteur public : 5.499 € / year

secteur privé : 9.999€ / year



Do you join Talent Avenue?

# Questions? Vragen?

