

Resource Box:

Ursula Schinzel

<http://ursula-schinzel.com>

News about Human Resources and Sports in Luxembourg

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How to optimise the performance in Human Resources? Wednesday, 10 March 2010, 8h30-11h30

How to optimise the performance in Human Resources?

Speakers: Petra Brockers, HR Director, KPMG

Eva Wüllner, HR Director, Lindab Buildings

Valérie Lacoste, Partners Solutions Manager, HR Access

Pressure in Human Resources comes from

- the economic situation
- the demographic movements
- the evolutions of mentalities
- the technical innovations – use of the internet and new technologies

How to reduce costs?

- Improve productivity
- Internal mobility
- Eliminate discrimination
- Employee motivation
- Better communication
- Provide perspective
- Better company changes
- Management of talents

How to pilot strategy:

- forecast competences
- demographical moves
- aging population
- budget

How to manage talents:

- Internal mobility
- Identification of key competences
- Fluidity of processes

Improvement has to be made in:

- Remuneration Plan
- Training Plan
- Evolution Plan
- Succession Plan