Our People, Our Strength

HUMAN CAPITAL VALUE CREATION

Career Management Framework

 Career Management Portal TMS Internal Vancancy

Succession Planning

- Building a sustainable talent bench strength
- Leadership Pathway Leader+Series

Mentoring Programme

 Shadow learning from experience mentor to expedite successor readiness

Agile Policu

 Up-to-date policy to support strategy and initiatives

Leadership and Functional Compentency Framework

 Synergy with Talent Management System and Career Management Framework

Leadership Pathway-Signature and Leader+Series

Structured Functional Curriculum

Talent Management System (TMS)

- 10% Formal, 20% Learning from Others, 70% On-The-Job
- Self-driven development
- E-learnings
- Learning recommendations tailored to you

Coaching Culture

 Timely, quality development conversations



1 Plan & Recruit

Diffrentiated Reward

 Higher variable pay for outstanding talent

Flex Reward

Innovative packages that 'match market'

Total Reward

Beyond monetary rewards

Agile Policy

 Up-to-date policy to support strategy and initiatives

Enhanced Performance Management Process

 Transparent, honest and fair performance review

Coaching Culture

 Timely, quality career conversations

Driving High-Performance Culture

 Reward the best manage the tail

Agile Policy

 Up-to-date policy to support strategy and initiatives