

## Employee Centricity Series

The Future of Talent Management & Leadership  
19<sup>th</sup> June 2019



EMPLOYEE  
CENTRICITY

# How to participate in this webcast

- 1. Ask questions** as they occur via the chat box at the bottom left of your screen. We will weave them into the conversation and may follow up via email if there are questions left at the end of the hour.
- Feel free to **download the presentation** via the 'File Download' pod in the bottom center of your screen
- You may **full screen** the video or PPT at any time by clicking the 4 arrows at the top right of the screen
- Complete the brief **evaluation** at the end so we can incorporate your feedback into future programs
- Share this program with your colleagues. It will be available **On Demand** after the webcast on The Conference Board website.



## Earn Credits

- Stay online for the entire webcast
- Credit available for participation in the live webcast only

### HRCI

- ✓ Type your full name, email address, and specify “HRCI” in the space provided

### SHRM

- ✓ Type your full name, email address, and specify “SHRM” in the space provided

### CPE

- ✓ Type your full name, email address, and specify “CPE” in the space provided
- ✓ Click ‘ok’ for 3 popups that occur during the program



## Panelists:



**Ollie Wood**

Head of Talent  
Golden Gate Ventures



**Sergei Polianski**

Global Talent Management Director  
JT International S.A.



**Michael Keaveney** (Moderator)

Regional Director, UK & Ireland  
The Conference Board

# Global Talent Management in JTI

*Connecting the dots*

*Sergei POLIANSKI, Global Talent Management Director*

*June 2019*

# JTI: 3<sup>rd</sup> Largest Tobacco Company

55,000+

employees



400

offices



77

countries



27

factories



\$10.498

million revenue



398.5

billion cigarettes



**Global Brand Ranking**  
ex. China, 2017

Winston #2

MEVIUS #7

 #13

 #15

# Business in transformation

*Shaping agenda for new leaders*

## OUR AMBITION

To be the #1 international tobacco company by 2030 by volume

#1

## OUR PURPOSE

“To passionately provide moments of pleasure, to support consumers’ freedom of choice and to make a positive difference in all that we do.”

## OUR VALUES

### Winning attitude

We are driven by success

### Better together

We work as ‘One Team’.

### Commitment to quality

We put the consumer at the heart of what we do.

### We do the right thing

We act responsibly to drive sustainable success.

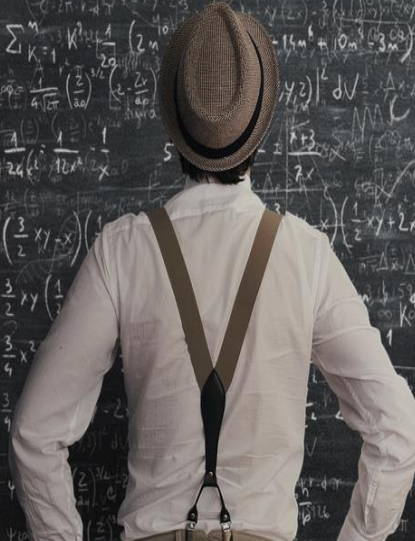
## OUR MANTRA

Keep it simple.

Make it happen.

Be accountable.

# TALENT MANAGEMENT OVERVIEW

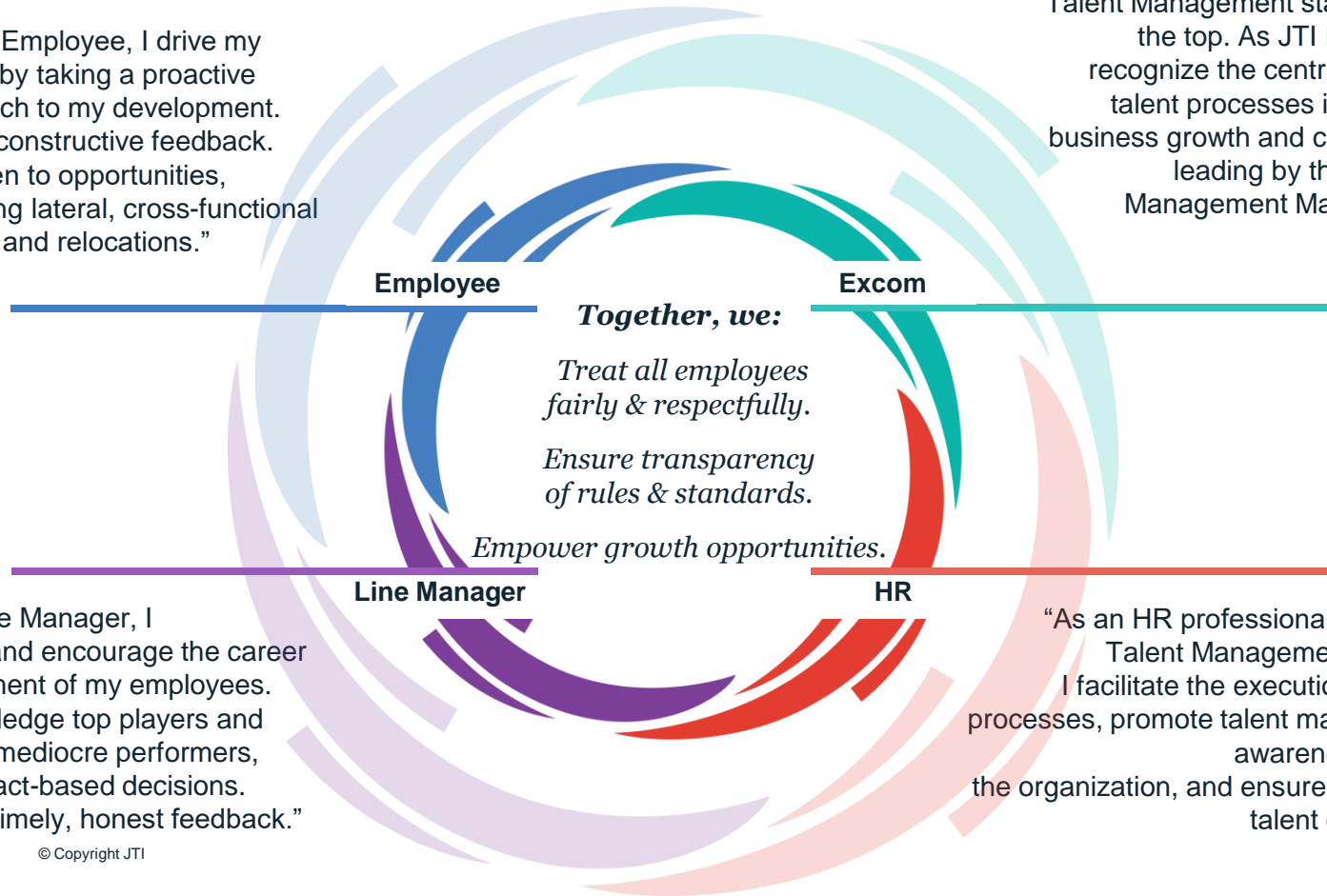




# Talent management manifesto: everyone has a role to play

“As an Employee, I drive my career by taking a proactive approach to my development. I seek constructive feedback. I’m open to opportunities, including lateral, cross-functional moves and relocations.”

“Talent Management starts from the top. As JTI Excom, I recognize the central role of talent processes in driving business growth and commit to leading by the Talent Management Manifesto.”

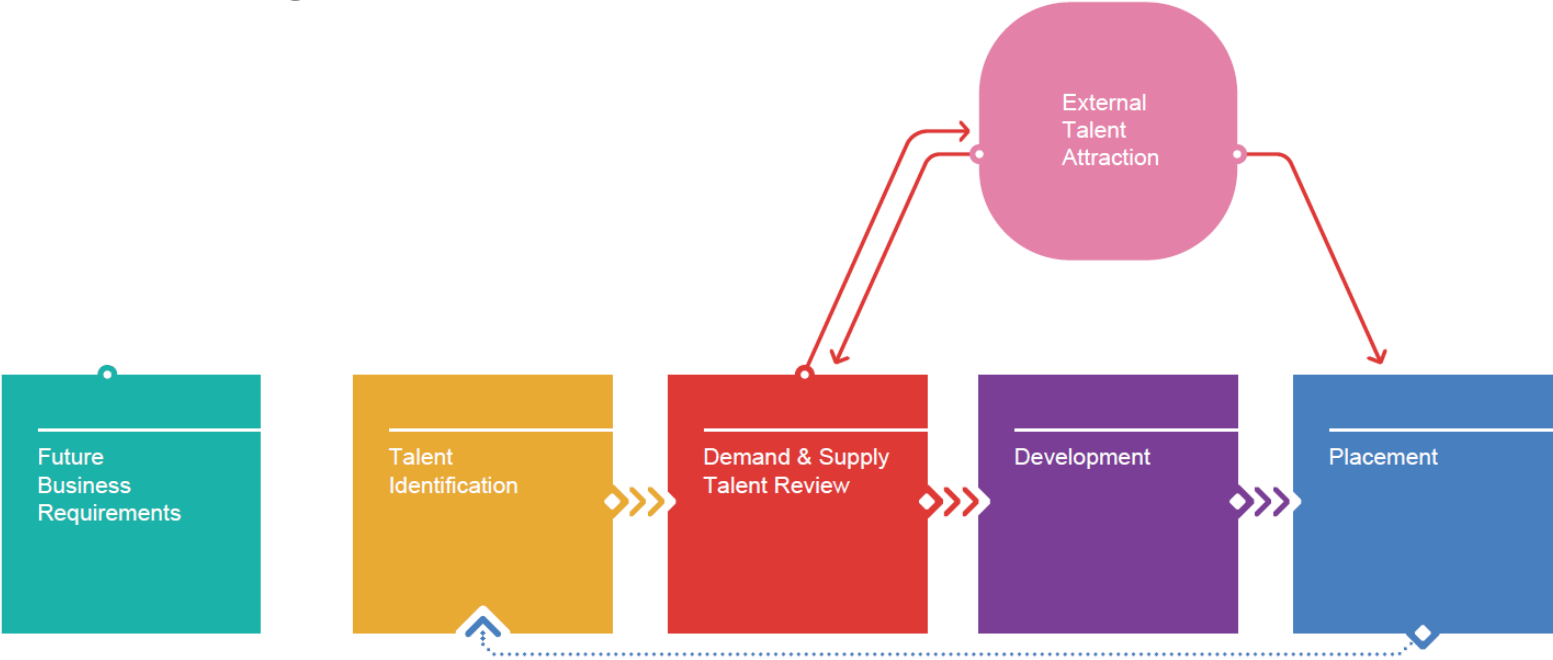


“As a Line Manager, I support and encourage the career development of my employees. I acknowledge top players and address mediocre performers, making fact-based decisions. I deliver timely, honest feedback.”

“As an HR professional, I own the Talent Management toolbox. I facilitate the execution of talent processes, promote talent management awareness across the organization, and ensure consistent talent decisions.”

© Copyright JTI

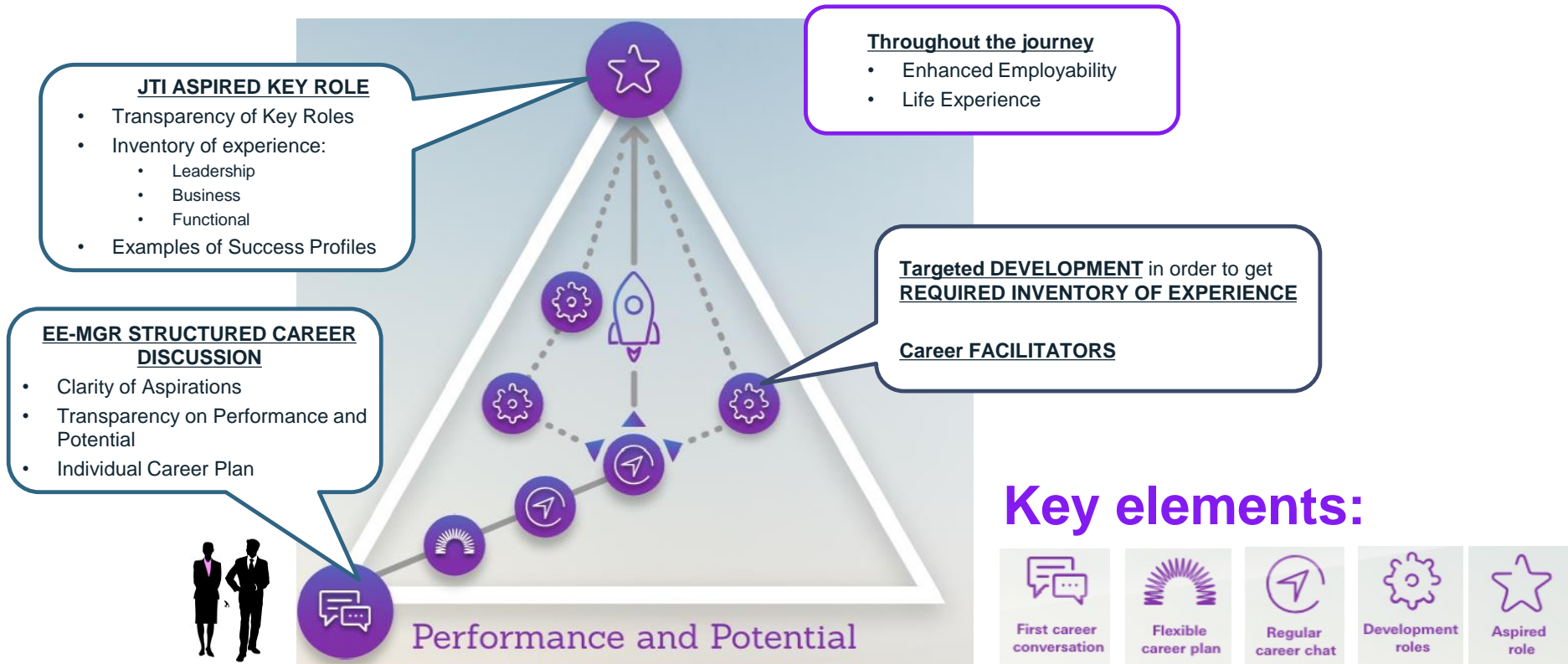
# Global talent management framework



Clarity & Communication throughout the process

---

# JTI Career Progression concept



# Manager as Developer Role



**3** fundamental skills

**4** key talent management  
conversations



🕒 ≈45'



Welcome  
video



E-book



Situational  
module



Practicing  
module



Assessment  
quiz



Completion  
badge



Practips

...‘Retention of Talent’....

... ‘Mobility of Talent’...



...‘Leadership Development’....

... ‘Role of HR’...



## Webcasts

### Upcoming webcasts:

[The Future of Employee Engagement & Retention](#)

June 26, 2019 11:00 AM CET / 17:00 PM SGT

[The Future of AI in HR](#)

July 02, 2019 11:00 AM CET / 17:00 PM SGT

[Register for remaining series](#)

### Recordings:

[The Future of Talent Attraction](#)

[The Future of Talent Assessment](#)

[The Future of Onboarding](#)



## Related Research

### [Total Talent Mobility: Strategic Purposes, Barriers, and Best Practices](#)

April 2019 | Research Report

This report outlines 10 strategic purposes of total talent mobility, the primary barrier(s) to each purpose, and the best practices to alleviate those challenges.

### [C-Suite Challenge™ 2019: The Future-Ready Organization: Latin America](#)

April 2019 | Publication

The successful organization and CEO of the future will be open, transparent, and willing to share information at all levels while thinking holistically about the impact of their business on society, according to our CEO respondents in Latin America.

### [Future of Work in Asia: The Digital Transformation Journey and Its Impact on How Work Gets Done](#)

April 2019 | Key Business Issues

Hiring, developing, and training talent in Asia-Pacific and China will change as data provides critical insight into how to create customized individual retention strategies.

For more click [HERE](#)





## Related Peer Networks

### [Talent Acquisition Executives Council](#)

As talent acquisition leaders in Europe, our goal is to develop and implement strategies and tactics that enable our companies to hire the right talent at the right time.

### [Leadership, Talent & Organizational Transformation Council](#)

The Leadership, Talent & Organizational Transformation Council in Europe focuses on identifying and promoting best practices on how to develop talent, create highly effective leaders and help organisations to improve business performance.

### [Asia Talent & Diversity Council](#)

The mission of the Council is to provide its members, who are leaders in the areas of talent management, leadership development and organization effectiveness, with a forum for sharing best practices and actionable ideas.

### [Asia Talent Acquisition Council](#)

The Council provides senior talent acquisition decision makers in Asia-Pacific with a network of professional peers who meet regularly to exchange ideas, best practices, and innovations related to talent acquisition strategies and operations functions.





# Webcast Evaluation

*The 5 question survey will open in your browser window*

Please click on the link above to submit your feedback on today's program. Your opinions are very important to us. Thank you for your time.