

BSH Hausgeräte Gruppe

B/S/H/

Talent Management der Zukunft

BSH Hausgeräte GmbH

8. Juni 2018
Doris Henke



Wir verbessern die Lebensqualität weltweit mit unseren innovativen Hausgeräten, herausragenden Marken und erstklassigen Lösungen.

Zahlen und Fakten Geschäftsjahr 2017



Nr. **1**
In Europa



13,8 Mrd.
Euro Umsatz



61.800
Mitarbeiter

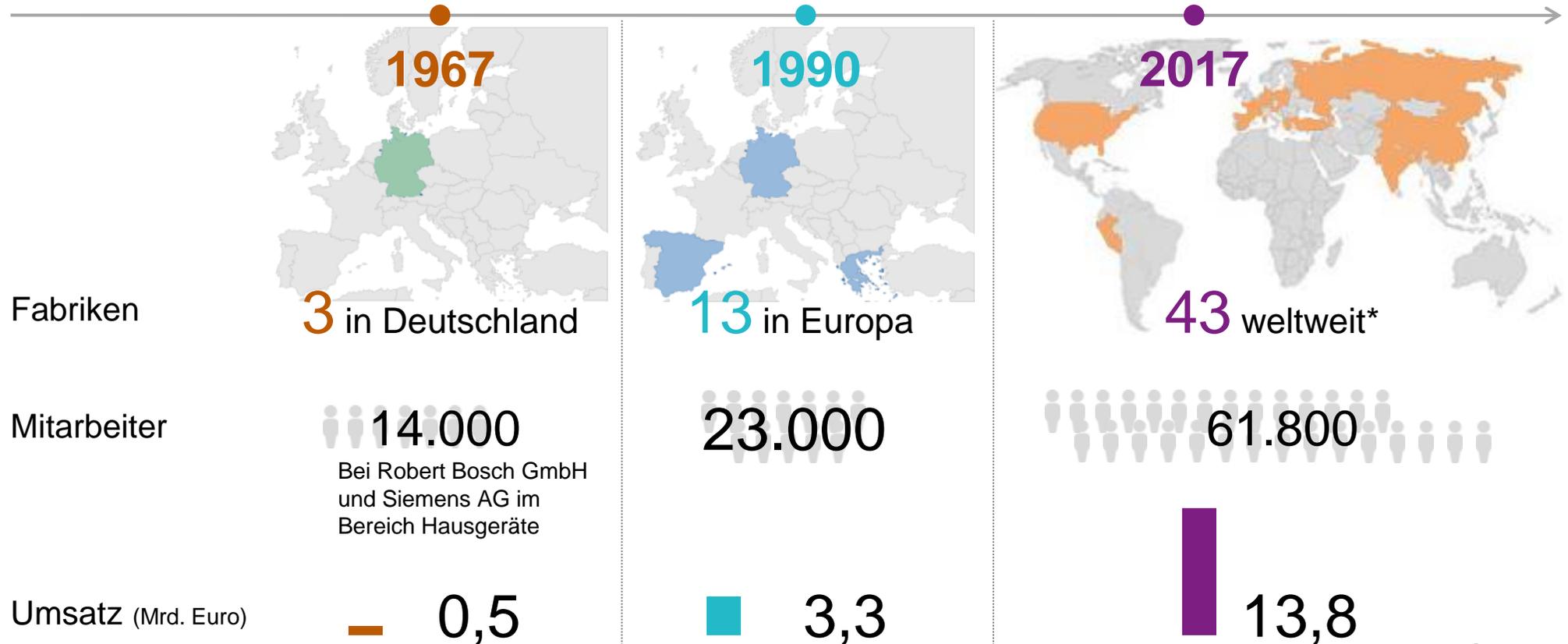


43
Fabriken



4,5%
Forschung und
Entwicklung

Stetiges Wachstum hin zum Rekordjahr 2017



14 starke Marken: das ganze Spektrum moderner Hausgeräte

B/S/H/



Die BSH Hausgeräte Gruppe ist Markenlizenznehmerin der Siemens AG für die Marke Siemens und der Robert Bosch GmbH für die Marke Bosch.

Produktkategorien: Hausgeräte für den täglichen Bedarf



Die Herausforderungen der Zukunft

Kundenorientierung
WorkLifeBlending Lernkultur
Fachkräftemangel Resilienz
Inspiring Working Conditions
Mindset
Kundenorientierung Purpose
Selbstverantwortung
Digitalisierung
Agilität Schnelligkeit VUCA
Innovation Empathie
Kompetenzmanagement
Generation Z Achtsamkeit
Hierarchiefreies Arbeiten

Rahmenbedingungen

Guiding Principles

1 Unser Ziel

2 Unsere Motivation

3 Unsere strategischen Schwerpunkte

4 Unsere Stärken

5 Unsere Werte



Kompetenzmodell

Authentic Leadership

Rahmenbedingungen

Guiding Principles



Kompetenzmodell



Authentic Leadership



Rahmenbedingungen

Guiding Principles



Kompetenzmodell



Authentic Leadership

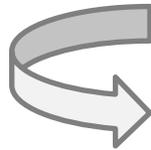


Corporate Talent Management @ BSH



As Corporate Talent Management

we contribute to the transformation to an agile (and Hardware+) company



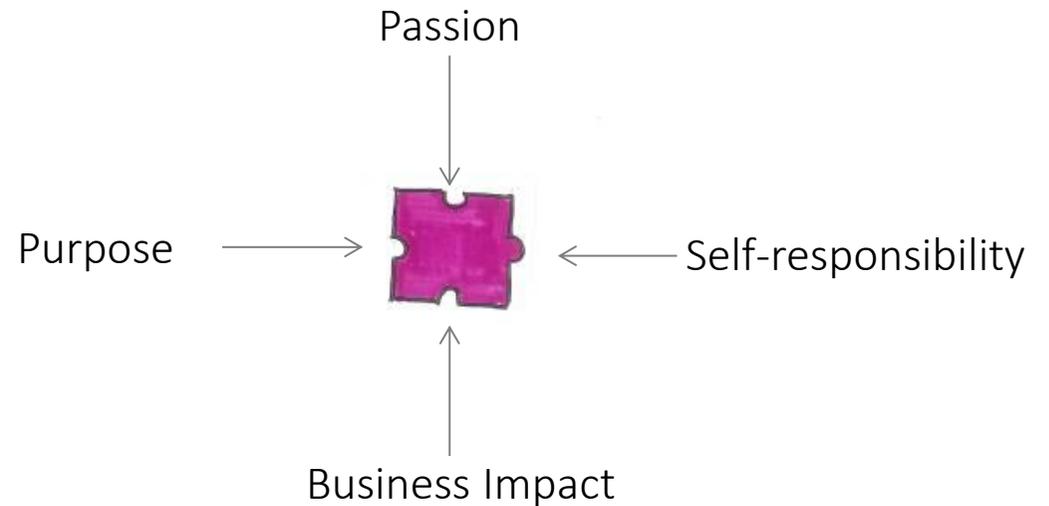
by providing tools and solutions



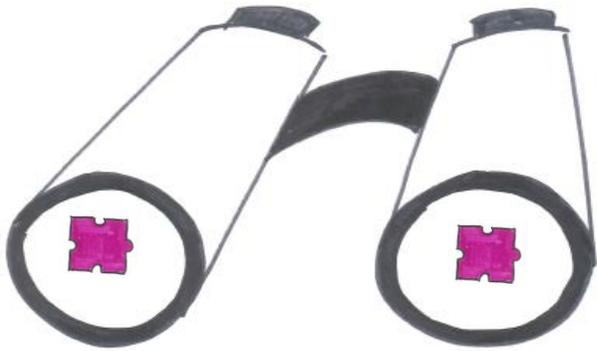
to empower our talent to drive the change in BSH

Corporate Talent Management @ BSH

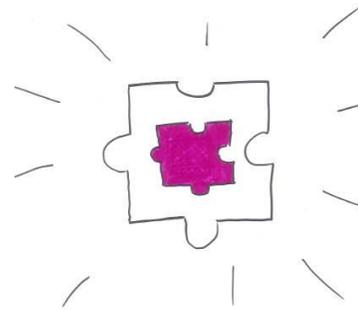
Mit unserem Talent Management suchen wir talentierte Mitarbeiter mit...



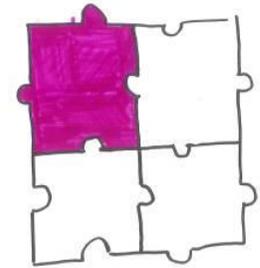
Corporate Talent Management @ BSH



Discover



Empower



Effect



Weil wir glauben, dass persönliche Weiterentwicklung durch das Übernehmen von eigener Verantwortung entsteht.

Daher ermutigen wir motivierte Mitarbeiter mit Potenzial, eigenverantwortlich ihre Weiterentwicklung zu steuern, sich innerhalb der TALENTIFY Community auszutauschen und die strategischen Themen der BSH zu erleben.

Corporate Talent Management @ BSH

Zentrale Elemente von TALENTIFY

Selbst-
bewerbung

TALENTIFY
Lab

TALENTIFY
Store

Talent
Guide

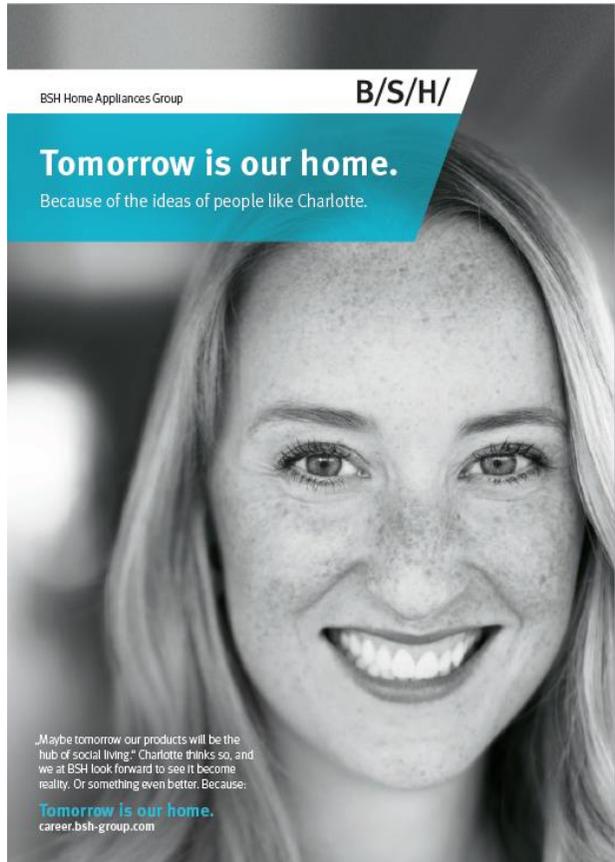


Corporate Talent Management @ BSH

Zielgruppen in TALENTIFY



Employer Branding @ BSH

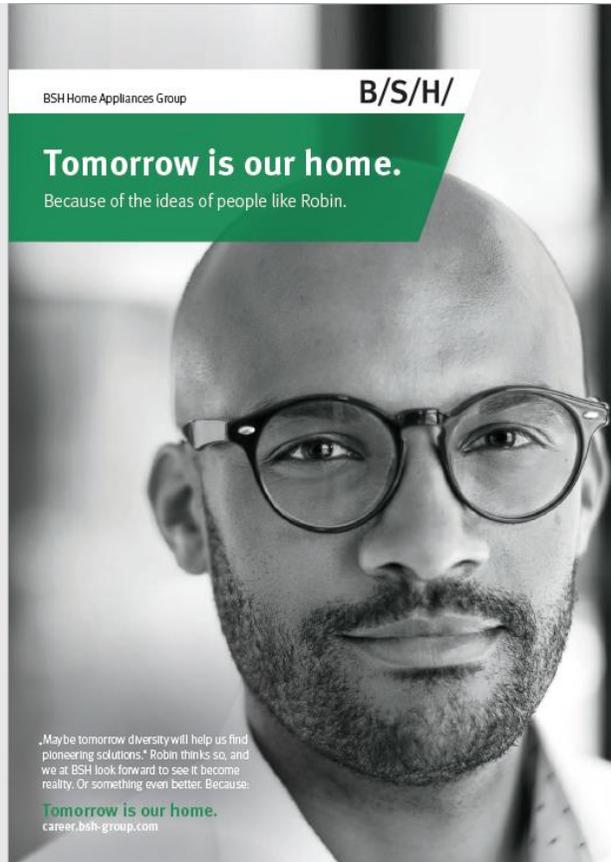


BSH Home Appliances Group **B/S/H/**

Tomorrow is our home.
Because of the ideas of people like Charlotte.

„Maybe tomorrow our products will be the hub of social living.“ Charlotte thinks so, and we at BSH look forward to see it become reality. Or something even better. Because.

Tomorrow is our home.
career.bsh-group.com



BSH Home Appliances Group **B/S/H/**

Tomorrow is our home.
Because of the ideas of people like Robin.

„Maybe tomorrow diversity will help us find pioneering solutions.“ Robin thinks so, and we at BSH look forward to see it become reality. Or something even better. Because.

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BSH Home Appliances Group **B/S/H/**

Tomorrow is our home.
Because of the ideas of people like Fang.

„Maybe tomorrow passion will be the ultimate skill.“ Fang thinks so, and we at BSH look forward to see it become reality. Or something even better. Because.

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Employer Branding @ BSH

Future focus
Our ideas
Improvement mindset
What our consumers need
Challenging today
Connectivity
Something new
Beyond home appliances

Unique brand portfolio
High quality products
New solutions
Heritage
Pride
Security

Tomorrow is our home.

Global network
Development
Teamwork
Curiosity
Fairness
Confidence
Determination
Trust
Culture
Diversity

Culture Development @ BSH



The image shows a modern glass building facade with the letters 'BYSYH' mounted on it. The letters are large, dark, and three-dimensional. The background is a blurred view of the building's interior and other glass panels. In the lower part of the image, there is a purple banner with white text.

BYSYH

Vielen Dank!

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