



ONLINE INKIJK BIJ DE MEEST INTERESSANTE CORPORATE ACADEMIES

DE POTTENKIJKER

Op **donderdag 19 september van 10.00 tot 11.30 uur** heffen we online de deksels in de keuken bij **Accent Jobs**. Met de missie “We will embrace every talent and spark joy in their lives” zorgen we ervoor dat elk talent op de juiste plek terechtkomt, dit geldt zowel voor onze klanten als voor onze 1300 medewerkers. Dit jaar hebben we onze ontwikkelingsprogramma’s vernieuwd met een strategische aanpak rond talentontwikkeling, inclusief leer- en ervaringsvormen, doorgroeitrajecten en blended learning. Liep alles van een leien dakje? Ontdek hoe we dit succes hebben bereikt en wat we hebben geleerd. Sluit aan en leer ons recept kennen!

www.bedrijfsopleidingen.be > zoekterm Pottenkijker

ACCENT

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WORK**

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**We will embrace
every talent and spark
joy in their lives.**

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Find a job that doesn't suck on [accentjobs.be](https://www.accentjobs.be)

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UNSUCK WORK

We speak your language.



Wij spreken jouw taal
Nous parlons votre langue
نحن نتكلم لغتک
Vorbim limba ta
Mówimy w twoim języku
Ми розмовляємо вашою мовою
Ние говорим вашия език
Biz sizin dilinizi konuşuyoruz

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Gelijke kansen, ge

Vind een job die niet



L&D team



Not so average...



HR - Talent



- Talent Management
- Leadership development / Accent Flames
- Soft skills
- Internal mobility
- Personal development programmes
- **HR IS**

Decentral

- BU-specific trainings
- Business & performance coaches

ABS



- Sales trainings
- Talent School
- Office and personal coaching
- National trainings
- Content creation
- E-learning
- L&D admin & support
- L&D compliance

How we used to work

How times have changed



What was it like?

Learning before...



- For the new employees, you had the talent school. Strong focus on their physical training sessions.
- Limited offering for employees with higher seniority.
- Often arbitrary. New training sessions were invented.
- To train or not to train? No impact on your growth.
- Poorly drafted invites.
- No possibility to apply for trainings.
- Cancellations were made very easily. No impact on employees.

We



SAP SuccessFactors



10%

tool use

A fool with a tool...

Stays a fool

- Postimplementation phase
- Transfer of expertise
- Maintenance
- Key users
- Task-oriented documentation
- Embedded in employee journey



Our vision



Maximize Your Talent

Let it grow!

Performance
support

Formal
training

Informal
training

Workshops

Sales
Coaching

Flexible
learning

Inspiration

Open
offering

Personal
coaching

Internal
mobility

Mentorships

PDP

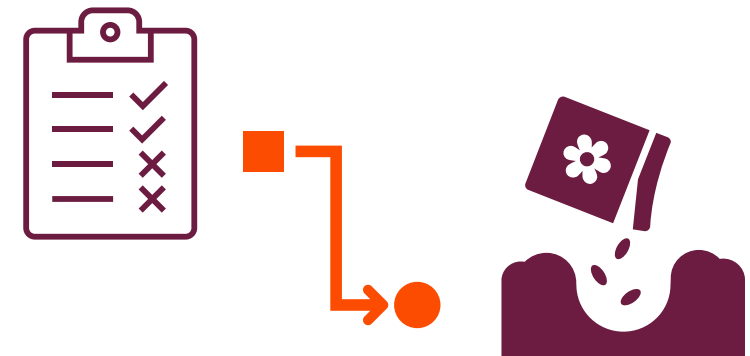


PDP

Personal Development Programme

What?

- The minimal knowledge and skills that we expect in a certain function.
- A roadmap to further skills development, with concrete targets.
- A reference point for alle employees and supervisors.
- A basic plan that can be deepened and broadened.

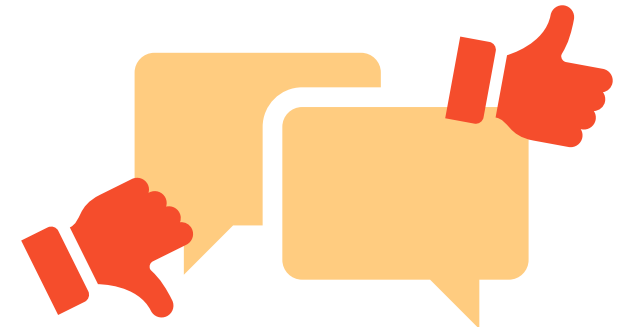


PDP

Personal Development Programme

When?

- Assigned per function
- Adjusted based on MYR, EYR, in-between feedback/feedforward
- Importance of follow-up and monitoring in MTJ: asking and giving feedback, giving acknowledgements
- Completion of PDP is responsibility of both supervisor and employee



PDP

Three parts



- **Mandatory**: learning activities to be completed before being eligible for progression/promotion
 - **Fundamentals**: for all (new) employees
 - **Essentials**: for all (new) employees in a specific function
 - **Specifics**: for all (new) employees in a specific niche, subniche, ...
- **Optional**: learning activities that can be assigned after MYR/EYR, upon manager's decision, to stimulate growth or remediation, specific training budget for large offices
- **Open**: open offering for all employees, 4h/quarter to choose freely (after confirmation of N+1)

PDP

Personal Development Programme

All learning activities are labeled according to 13 domains:



**MISSION:
IMPOSSIBLE**

Our tips



How many functionalities do you know of your L&D tools?



How many times did you like the tool first before there was a process?



Do you really know your customers? All of them?



Have you looked over the wall?

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Nous parlons votre langue

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Ние разговарамеашия език

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Wat ouder, so what?



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Goesting wint van ervaring.



niet sukt op accentjobs.be

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Happy to connect!



Naomi Moray
Head of Learning



Mieke Vandewaetere
Head of Talent

