

# Schlumberger

## Talent Management

Jorge Vicéns

Director Human Resources South America

August 26<sup>th</sup>, 2014

Schlumberger

### Schlumberger HR Principles



- Recruit the best talent worldwide
- Continuous training throughout career, diverse & evolving methods
- Promotion from within – based on merit
- Manage by objectives, assessing results & behavior
- Borderless career opportunities in a global organization
- Dynamic career management, supported through (slb.people)
- Technical and managerial careers
- Competitive compensation and benefit packages
- Respect for the individual & family

Schlumberger

# Building A Talent Pipeline

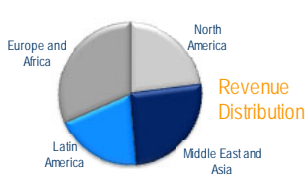
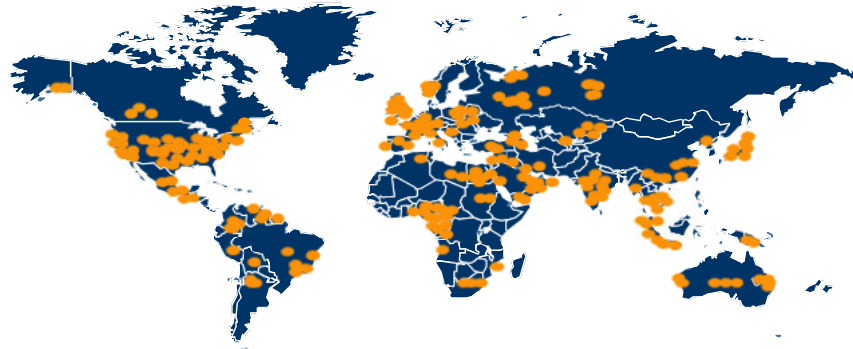


- Recruiting
- Training & Development
- Valuing Technical Careers
- Borderless Careers
- Identifying Talent
- Succession Planning

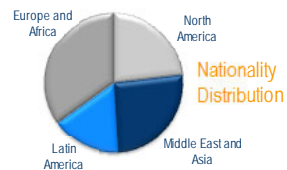


Schlumberger

# Nationality Diversity through recruiting



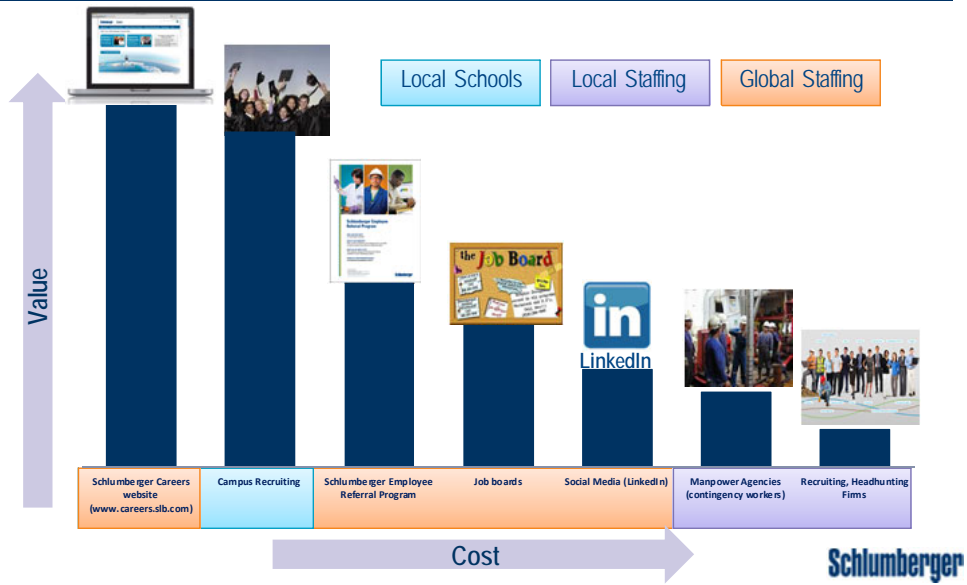
Recruiting Network  
 85 countries  
 68 Ambassador Universities  
 300 target universities (●)  
 300,000 applicants per year



Schlumberger

# Multiple Sourcing Channels

Blended approach for sourcing at Global and Local levels



# Building A Talent Pipeline



- Recruiting
- Training & Development
- Valuing Technical Careers
- Borderless Careers
- Identifying Talent
- Succession Planning



## Developing Talent for the Future



- Structured Career path within segments & Function (Personnel, Supply Chain, Finance, Legal)
- Management Essentials
- Customized training programs
- Promotion from within
- Borderless career

Schlumberger is all about PEOPLE ... our biggest asset



## Training Resources



# Building A Talent Pipeline

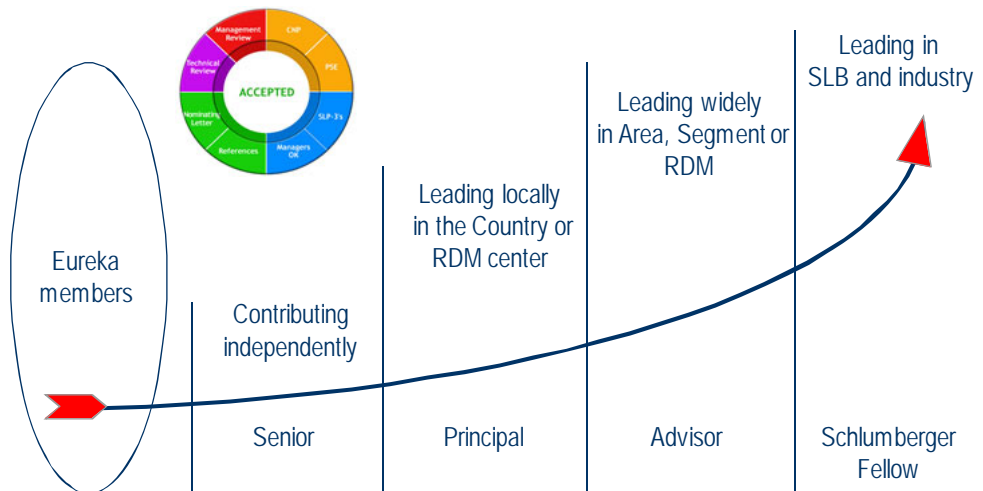


- Recruiting
- Training & Development
- Valuing Technical Careers
- Borderless Careers
- Identifying Talent
- Succession Planning



**Schlumberger**

# Valuing Technical Careers



**Schlumberger**

## Building A Talent Pipeline



- Recruiting
- Training & Development
- Valuing Technical Careers
- Borderless Careers
- Identifying Talent
- Succession Planning



Schlumberger

## Borderless Careers

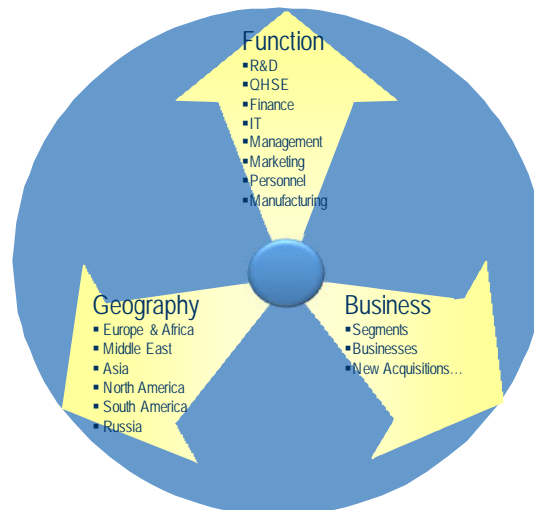


Career-driven mobility:

- Working in different environment
- Acquiring different knowledge
- Living in different culture

Business-driven mobility:

- Market change: shrink / grow
- Needs for specific expertise



Schlumberger

# Building A Talent Pipeline

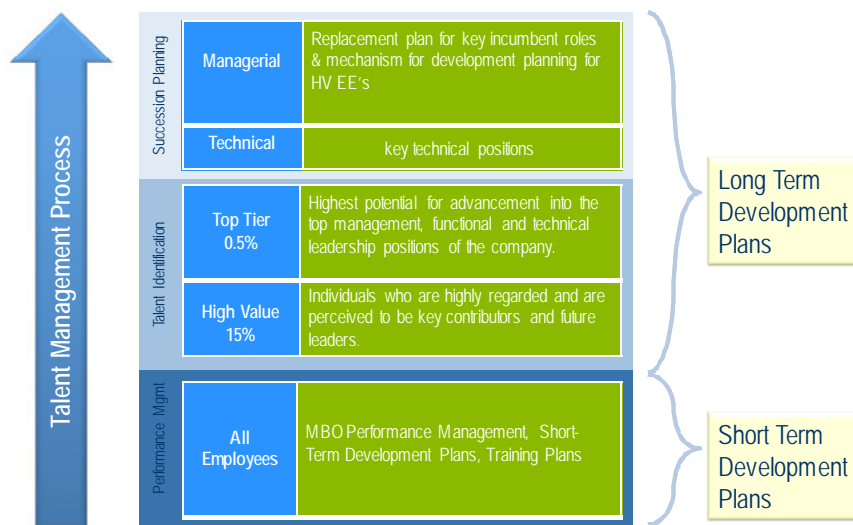


- Recruiting
- Training & Development
- Valuing Technical Careers
- Borderless Careers
- Identifying Talent
- Succession Planning



Schlumberger

# Talent Management Process



Schlumberger

## Building A Talent Pipeline



- Recruiting
- Training & Development
- Valuing Technical Careers
- Borderless Careers
- Identifying Talent
- Succession Planning



Schlumberger

## Why Is Succession Planning Critical?



*"If Schlumberger does not know who can replace our executive team today and 10-20 years from now, we will fail as a company"*

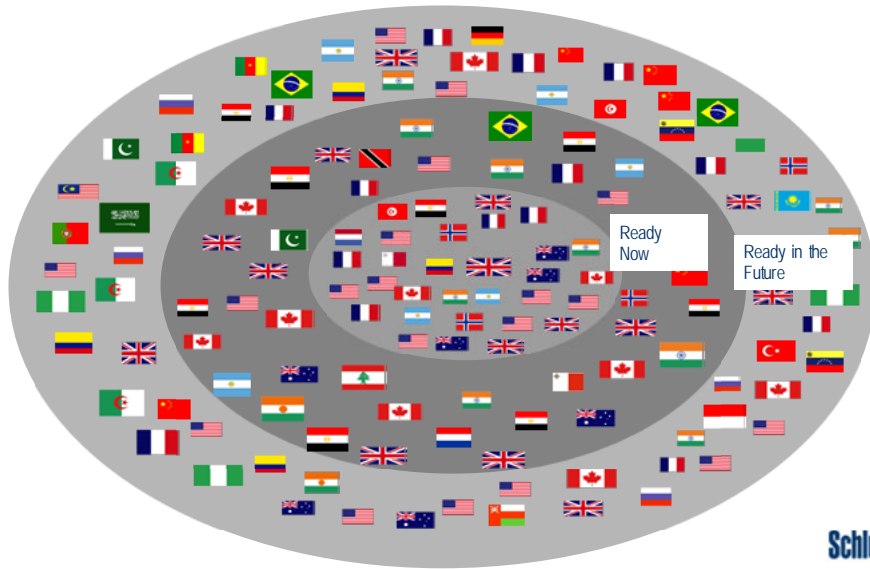
- **Schlumberger Succession Planning** is a critical process to identify and develop our leaders of tomorrow
- A **Sustainable Talent Pool** is the key source for successful long-term succession planning
- **Effective Talent Development** is the path to creating successful future leaders



Schlumberger



# Framework for Success



Schlumberger