



**BUILDING COMPETENT AND ENGAGED WORKFORCE TO MEET
GROWTH TARGETS
(A MOL Group case study)**

Visegrád, 19 November 2015

Society of Petroleum Engineers

MOL GROUP IS A LEADING INTERNATIONAL, INTEGRATED OIL AND GAS COMPANY WITH OVER 75 YEARS' EXPERIENCE

CORE ACTIVITIES



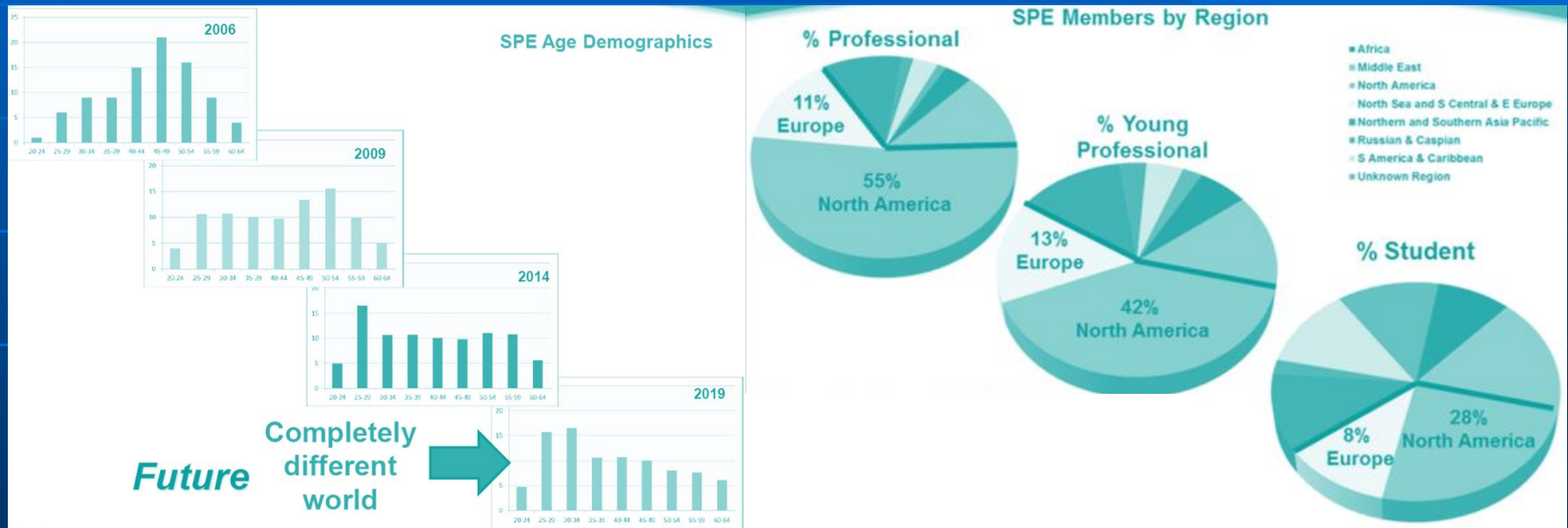
KEY FINANCIAL FIGURES

CCS EBITDA	USD 2.2 BN
CAPEX	USD 2.3 BN
CAPITALISATION	USD 4.7 BN
NET REVENUE	USD 21.0 BN



AS AN INDEPENDENT O&G PLAYER, MOL GROUP HAS TO RESPOND TO THE SHORTAGE OF O&G TALENTS ON THE GLOBAL MARKET IN ORDER TO SAFEGUARD ITS STRATEGIC TARGETS

THE INDUSTRY IS IN THE MIDDLE OF
HUMAN RESOURCES TRANSITION



SPE statistics, source: Ford Brett CEO, PetroSkills

MOL GROUP ACTIVELY FIGHTS THE BIG CREW CHANGE WITH PLACING EMPHASIS ON THREE STRATEGIC DIRECTIONS



Build diverse and international workforce (Address traditional industry gender imbalance as well)



Target young talents and accelerate their development



Retain expertise, manage knowledge transfer between generations

MOL GROUP REACHES BACK TO SECONDARY SCHOOLS TO PROMOTE NATURAL SCIENCES HENCE ENGAGE STUDENTS AT AN EARLY STAGE


FRESHHH JUNIOR

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NEM LEHET MINDENKI DZSEMSZBOND!
VISZONT MINDENKI MEGPRÓBÁLHATJA!

Világkörüli kalandjaink során merítettünk a kémia, fizika és matematikai logika világából, valamint belekóstoltunk a biológiába és földrajzba is.



Regisztráció >

**MUTASD BE
 NEKÜNK KEDVENC
 TANÁRODAT**



MESTERM 2013
 A MOL DÍJA A TERMELÉSTUDOMÁNYOS
 PEDAGÓGUSOK SZÁMÁRA

**FELÖLD KEDVENC
 TANÁRODAT
 ÁPRILIS 21-IG!**



KINEK MONDANÁL KÖSZÖNETET...?

A MOL-MesterM-díj kiadásánál szívesen látjuk, hogy köszönetet mondj tanárjaidnak, hogy támogatott, megérdemelt abban, hogy műsorki, művelői, vagy esetleg tanárjelöltjeidről pályát válassz ki. Amennyiben a pályázat benyújtása mellett részt veszel a kapcsolódó kiadványunkban is, akkor szerződésünk értéken társulat nyithatsz.

A jelöléshez és bővebb információkért keressz fel a mesterm.mol.hu honlapot.



**Nominirajte NajMentora/icu
 iz srednje škole
 i osvojite tablet!**



NAJMENTOR/ICA 2013

**NOMINACIJE TRAJU
 DO 31. 5. 2013.**



Nominirajte do 31.5.2013. na www.ina.hr/najmentor

U ime godine škole priključite nominaciju najmentor/ici, profesor/ici i srednje škole. Nominacija se ne šalje škole, ona ide izravno na adresu: Ina, ulica Kaptol 1, Zagreb. Nominaciju treba poslati elektronički, faksa ili poštom. Nominaciju treba poslati zajedno s predstavnicima škole. Nominacija se predaje u ime škole, a ne u ime nastavnika. Nominaciju treba poslati u ime škole, a ne u ime nastavnika. Nominaciju treba poslati u ime škole, a ne u ime nastavnika.

Nominirajte najmentor/icu iz srednje škole i osvojite tablet! Nominirajte najmentor/icu iz srednje škole i osvojite tablet! Nominirajte najmentor/icu iz srednje škole i osvojite tablet!

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EXTERNAL GRADUATE TALENT POOL IS APPROACHED WITH A WHOLE RANGE OF PLATFORMS

PRIMARY SOCIAL MEDIA CHANNEL: LINKEDIN



TALENT ACQUISITION PLATFORMS SUITED FOR THE NEEDS OF GEN Y



**USING SEGMENTATION APPROACH MOL GROUP DEVELOPED AND
LAUNCHED A NEW TALENT ACQUISITION AND DEVELOPMENT PROGRAM
SPECIFICALLY FOR ITS E&P BUSINESS, NAMED UPPP**



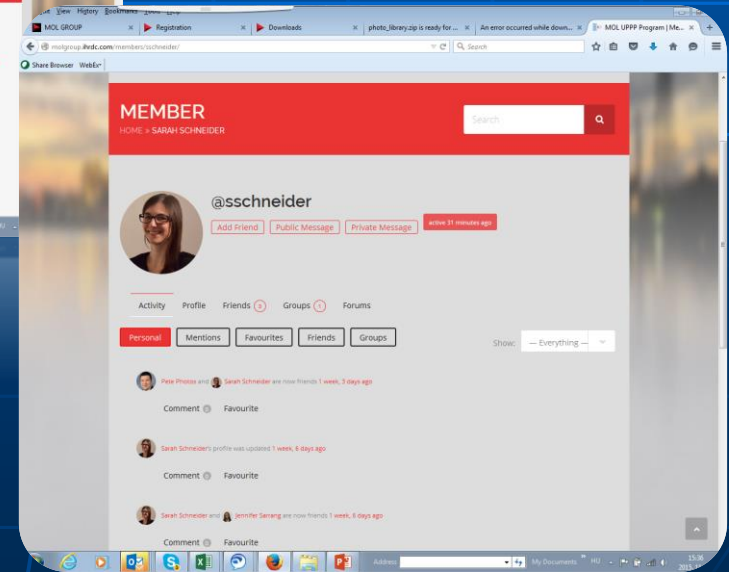
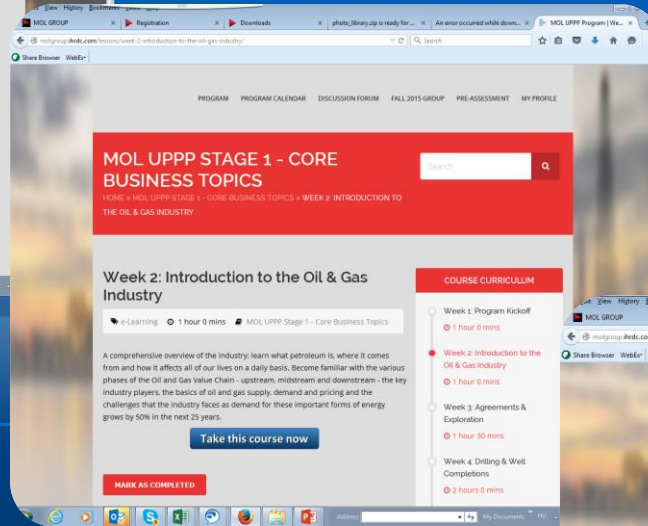
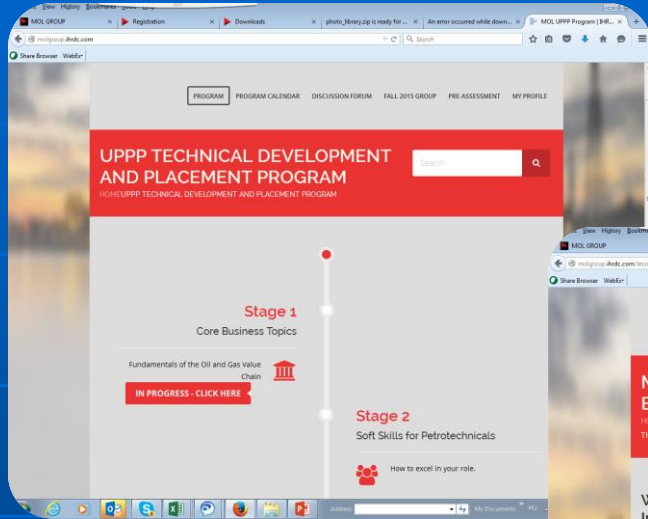
THE ONLINE COMPETITION
ATTRACTED 2200 STUDENTS
WORLDWIDE AND ENDED WITH
A LIVE FINAL IN BUDAPEST



MOLGROUP



UPPP CONTINUES WITH AN 18 MONTHS LONG DEVELOPMENT AND PLACEMENT JOURNEY TO BRING GRADUATE HIRES UP TO SPEED

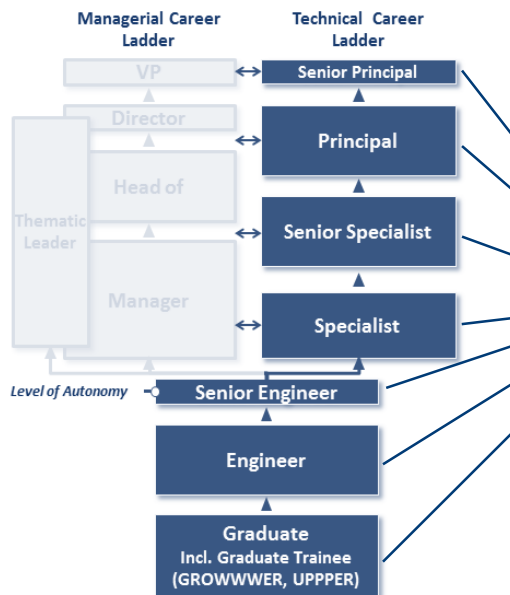


THE UPPP LEARNING CHALLENGE BLENDS ONLINE AND SOCIAL LEARNING, FLIPPED CLASSROOM, OTJ, MENTORED ASSIGNMENTS AND SIMULATION EXERCISES TO ACCELERATE SKILL ACQUISITION

STRUCTURED TECHNICAL CAREER PATH AND LEARNING ROADMAP TO SUPPORT ONGOING PROFESSIONAL DEVELOPMENT AND VALUE TECHNICAL EXPERTISE

Technical Career Path

Clear and consistent career path with defined progression perimeter and levels



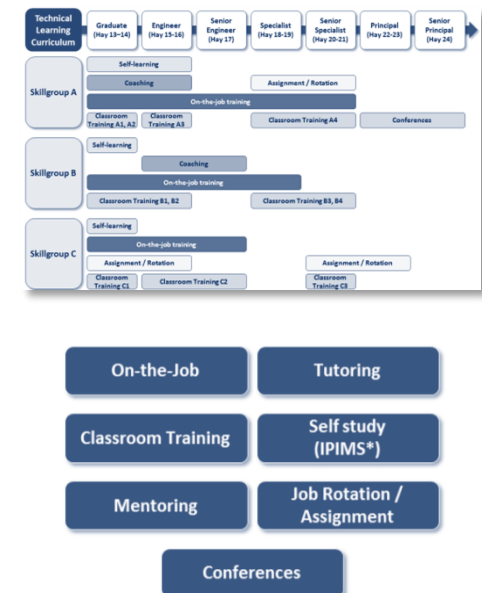
Competence Model

Tailored competence model (linked to career path) that reflects business needs



Learning Tools & Options

Tailored learning tools and options to support development of staff



TO BE SUCCESSFUL IN THE WAR FOR TALENTS, COMPANIES NEED:



PROACTIVE RESPONSE TO THE GLOBAL MARKET TRENDS & CHALLENGES



ACTIVE PROMOTION OF EMPLOYEE VALUE PROPOSITION THROUGHOUT
WHOLE RANGE OF THE TALENT PROGRAMS



STRONG INTERNAL CO-OPERATION AMONG PARTIES (BUSINESS, HR,
ETC.)