



LIFE IS FOR SHARING.

Telekom CR-facts

Encouraging talent

In 2020 we closed the Global Talent Pool of 2019 and were working on a new concept of talent management, which is launched in the fall of 2020. The new concept focuses on identification, validation and long-term development of talents with the aim of placing them into strategically critical roles. In this new concept we allow leadership to identify employees with potential but also employees can raise their hands to be assessed. Employees go through a validation process of personality assessment and structured interviews, upon which leadership selects the future members of the hub – best matching role requirements. In the hub they will have a personal advisor brokering them to opportunities in line with their potential and targeted critical role. Our Board members are patrons and a broad group of business leaders serve as business sponsors of the hub. They mentor, make talents visible and open doors for them. In the hub we will work on the development of members on the long-term, over multiple career steps.

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