

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

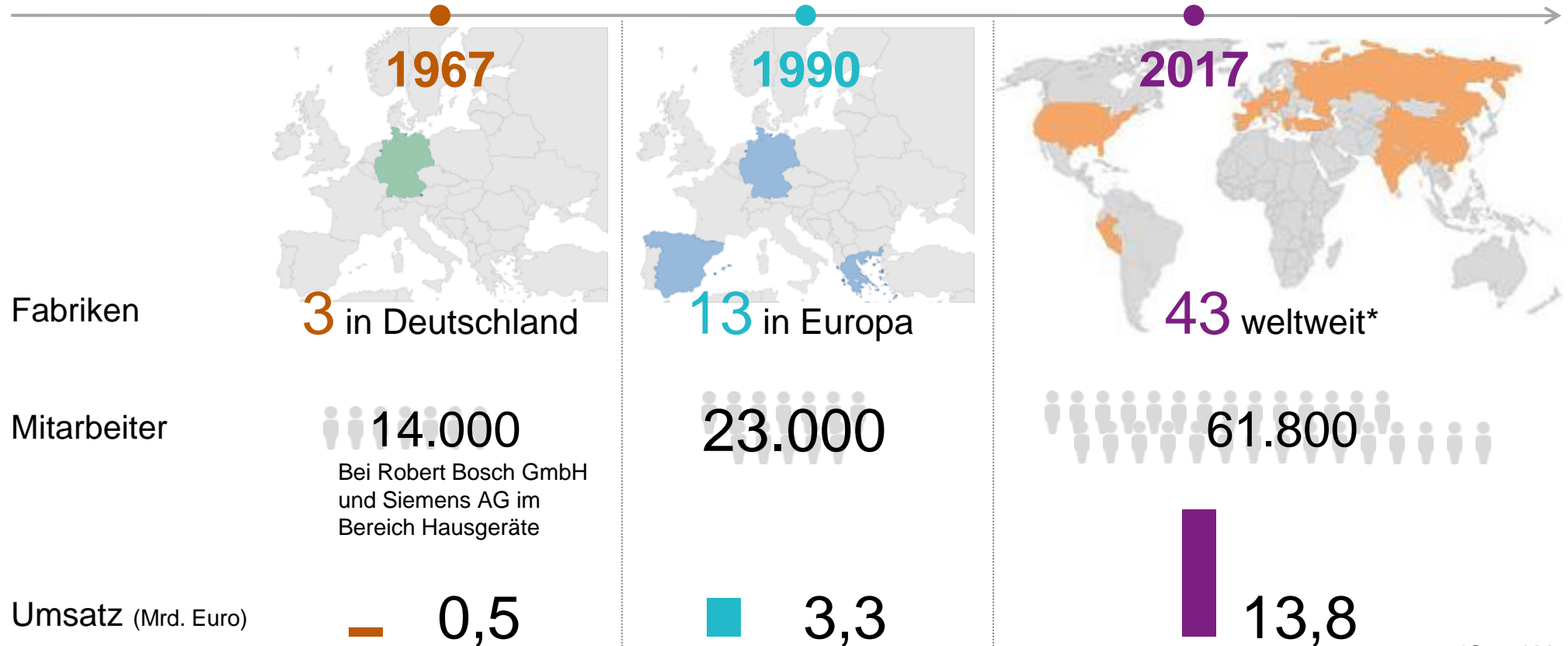


**43**  
Fabriken



**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



A word cloud of terms related to future challenges in talent management. The terms are arranged in a roughly circular pattern, with some larger than others. The largest terms are 'Fachkräftemangel', 'Resilienz', 'Selbstverantwortung', and 'VUCA'. Other prominent terms include 'Inspirating Working Conditions', 'Agilität', 'Schnelligkeit', 'Generation Z', 'Achtsamkeit', 'Kundenorientierung', 'Lernkultur', 'WorkLifeBlending', 'Digitalisierung', 'Innovation', 'Empathie', 'Mindset', 'Purpose', 'Kompetenzmanagement', and 'Hierarchiefreies Arbeiten'.

Kundenorientierung  
WorkLifeBlending Lernkultur  
Fachkräftemangel Resilienz  
Inspirating Working Conditions  
Mindset  
Kundenorientierung Purpose  
Selbstverantwortung  
Digitalisierung VUCA  
Agilität Schnelligkeit  
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

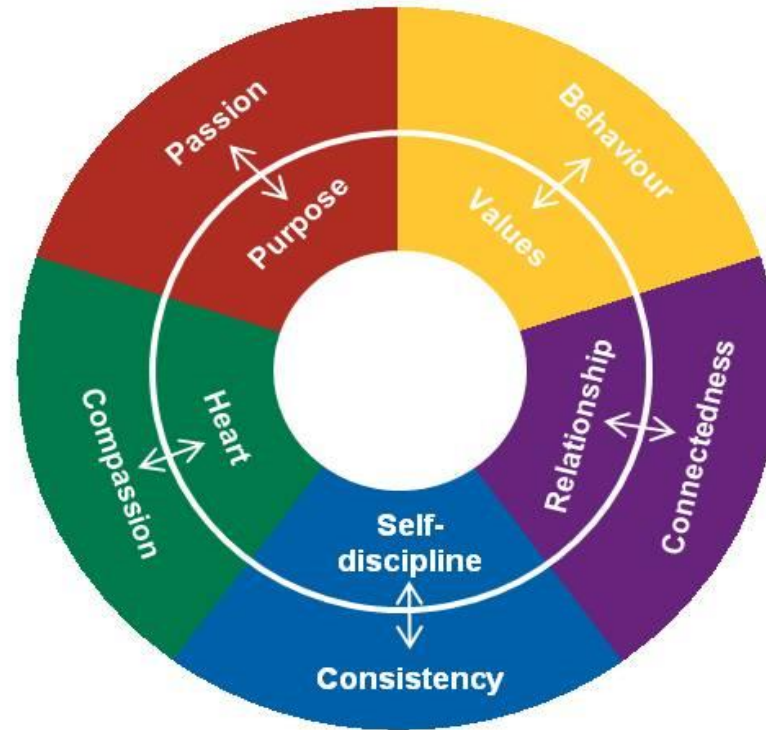
Guiding Principles



Kompetenzmodell



Authentic Leadership

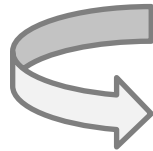


# Corporate Talent Management @ BSH



As Corporate Talent Management

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



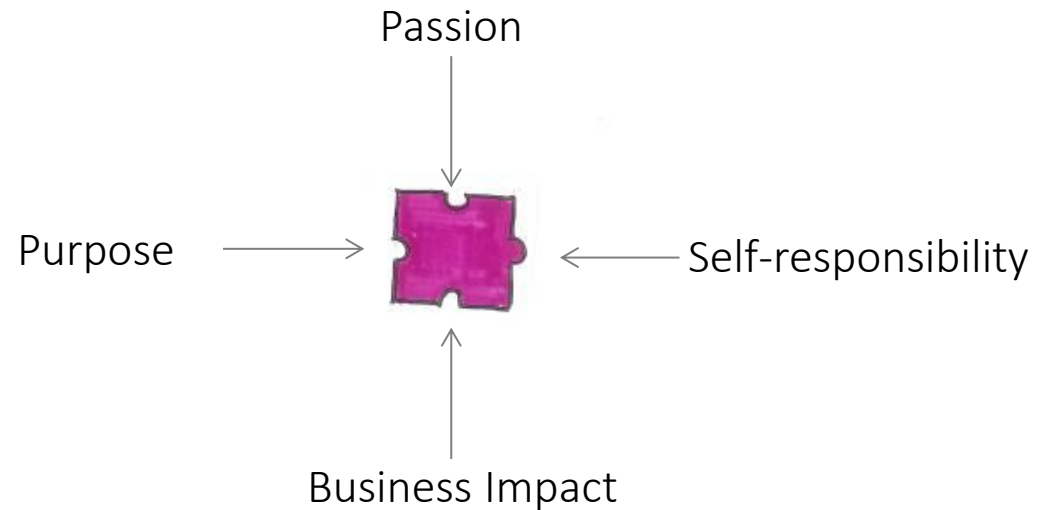
by providing tools and solutions



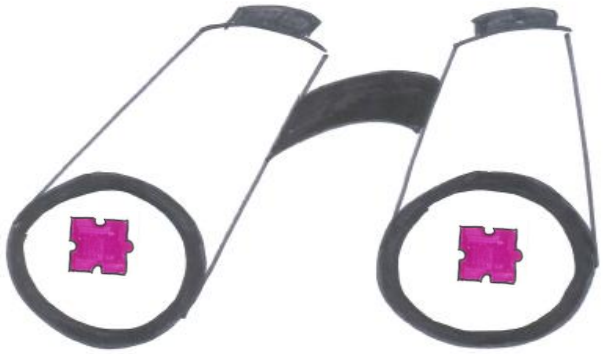
to empower our talent to drive the change in BSH

# Corporate Talent Management @ BSH

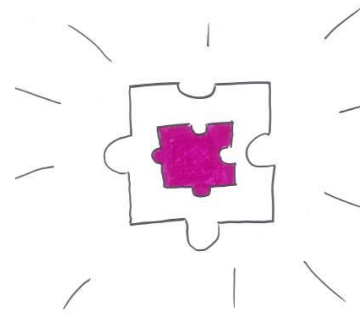
Mit unserem Talent Management suchen wir talentierte Mitarbeiter mit...



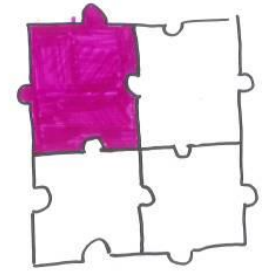
# Corporate Talent Management @ BSH



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

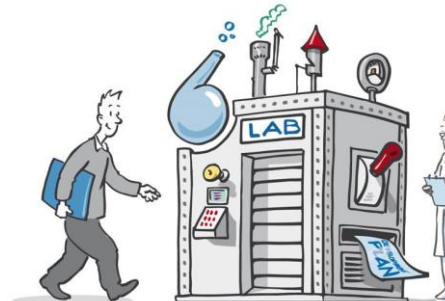
## Zentrale Elemente von TALENTIFY

Selbst-  
bewerbung

TALENTIFY  
Lab

TALENTIFY  
Store

Talent  
Guide

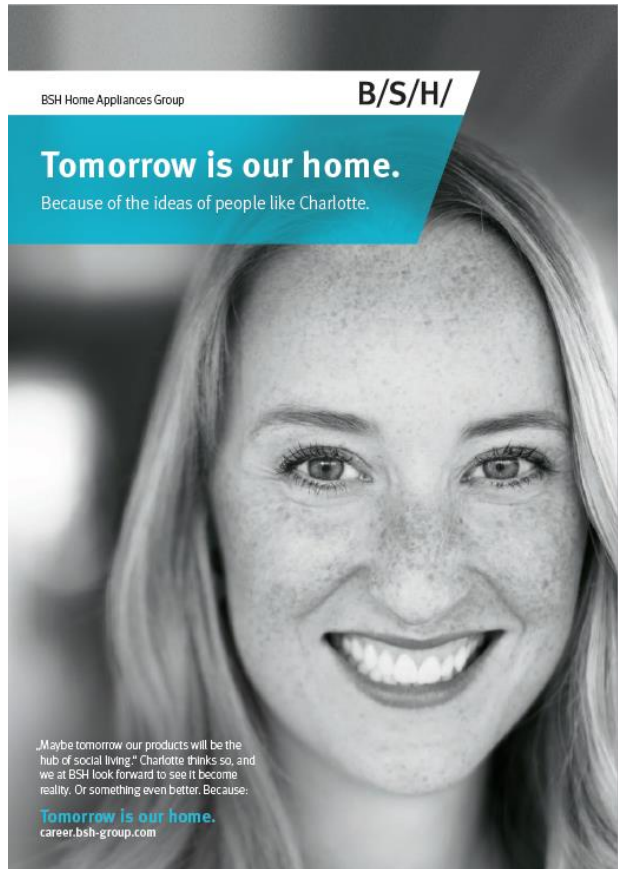


# Corporate Talent Management @ BSH

## Zielgruppen in TALENTIFY



# Employer Branding @ BSH

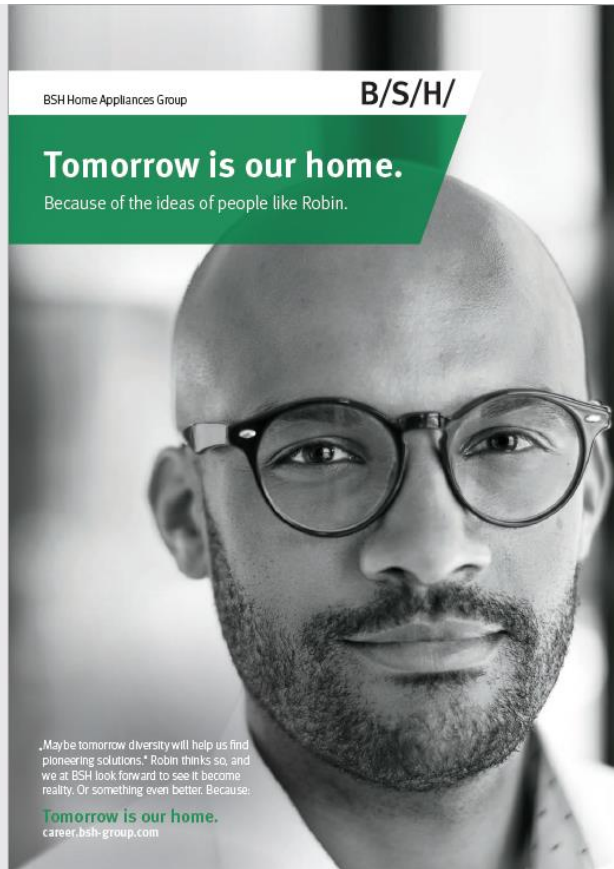


BSH Home Appliances Group **B/S/H/**

**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](http://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.

**Tomorrow is our home.**  
[career.bsh-group.com](http://career.bsh-group.com)



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.

**Tomorrow is our home.**  
[career.bsh-group.com](http://career.bsh-group.com)

# 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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