

Changing HR Strategies and Process to Win

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Agenda

1. Impacts from economic/ Improve and Stability our business results
2. HR Priorities
3. HR Work Process/ Areas of Expertise – Integration
4. Organizational Capability

Impacts from economic: (1)

- Global Crisis (economic slowdown, cash conservation, lack of financing, and large financial and credit crisis)
- Fluctuations in foreign exchange rates
- Dramatic increases in commodity prices such as steel
- Domestic and Export automotive market down significantly (Thai political situation negatively impacting consumer, fuel prices)
- Fuel prices unstable
- Global news

Improve/ Stabilize our business results: (1)

- Improve our labor efficiency (eliminate all form of waste)
- Drive cost reduction efforts
- Support flexible manufacturing initiatives (job rotation & job assignment changes)
- Improve quality performance through a culture change
- Delay spending where possible

HR Priorities (2)

- Cash Conservation - Achieve Key Operating
- Facilitate employee motivation in challenging time
- Enhance accountability process
- People Development Strategy during down turn
- Enhance organizational capability
- Change Management Activity

HR Work Process ⁽³⁾

(3Ts)

Talent

Transformation

Technology

Areas of Expertise – Integration (3)

Global Change Management

Global Compensation

Global HR Planning

Global HRIT & Operations

Global Security

Global Talent Acquisition

Global Talent Management

Global Learning

International Assignment Services

Organizational Capability ⁽⁴⁾

6 Key Focus Areas

1. Advance Strategy relative to building a high performance culture in support the business plan (ie, Labor Skills Improvement)
2. Aggressively create approach to Attract, Identify, Develop and Retain ASEAN Local Talent to support growth.
3. To support ASEAN to be the plant productivity and cost benchmark competitiveness
 - Leverage our benchmarked Global HR Planning process
 - Optimize ASEAN “Human Capital” for advantage of business growth
4. Integrate/ Advance Change Manage Tools to improve business result.
5. Develop/ Advance an Industrial Strategy to allow continue growth in Thailand
6. Best utilize HRIT to support local operations

THE END

