

Holistic Career Development



I1 Initiative

Led by our CEO's mission of "Creating and Sharing the Value of Growth", we emphasize as the company grows, employees have limitless opportunities to grow their careers too.

▼
"Limitless Opportunities"

Career-based People Development Ecosystem

- Job Families and Sub Job Families
- Leadership & Functional Competencies
- Career Paths to Grow: Career Paths, Career Movement
- Career Tracks IDP and Learning Solutions

- Promotion Policy
- Rotation & Mobility Guidelines
- Internal Recruitment Criteria and Proces



- Management
- Manager
- Employee
- HC Team

- IDP for all Employees
- My Career: Career Navigation Tool
- Career Coach: Career Counseling for Career Planning
- Career Dashboard: Career Data Analytic Tool

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I1 Initiative

Career Infrastructure

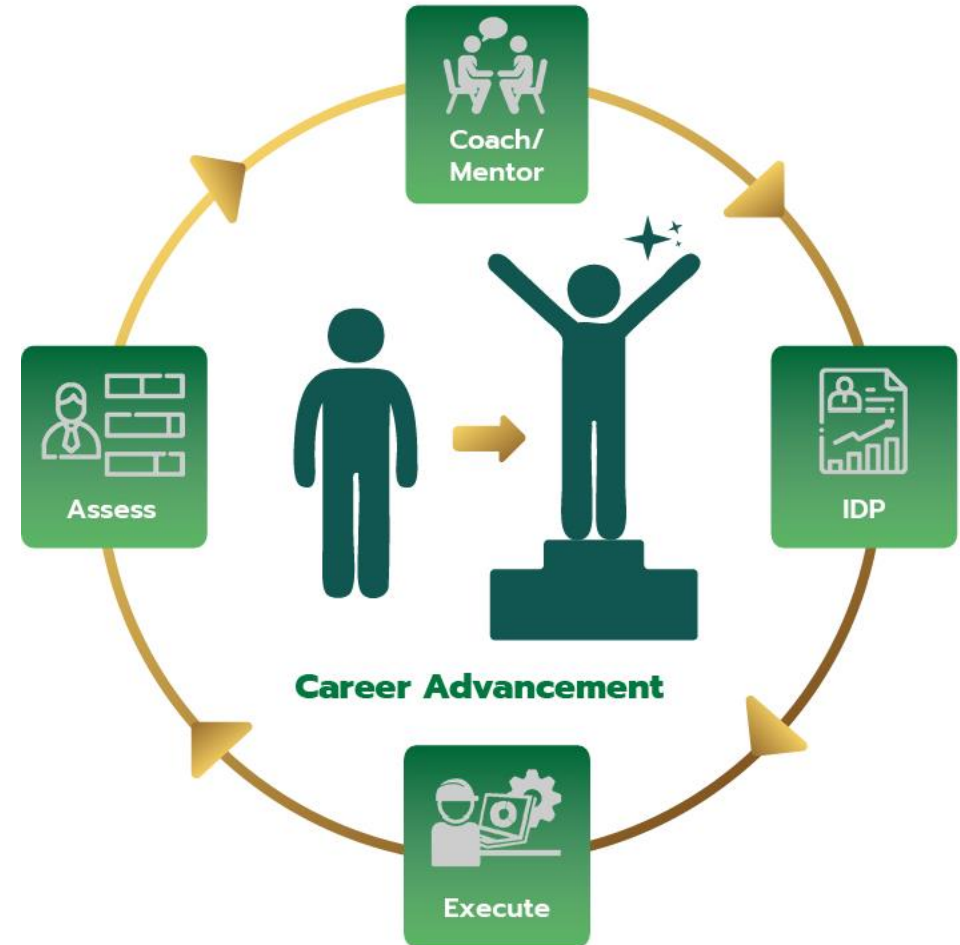
JOB FAMILY BASED COMPETENCY MODEL



JOB FAMILY BASED CAREER PATH



CAREER BASED TRAINING PROGRAM



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I2 Involvement



MANAGEMENT

- Sponsor and foster limitless opportunities, and a culture of developing people, self-development, and taking ownership of career development in your own PG/BU.
- Be a role model in people development / People Leader.
- Motivate and inspire employees in your own PG/BU to grow



LINE MANAGER

- Take the People Leader role to review, discuss, and guide employees about career aspirations and development plans.
- Review and monitor the IDP execution of the team.
- Provide ongoing and constructive 1-on-1 feedback.
- Support employees to grow as their aligned career aspirations.



EMPLOYEE

- Take ownership on own Career Development to explore & define career aspiration, then plan development plan for closing the capability gap, and prepare the readiness to career goal.



HR TEAM

- Establish Career-based People Development infrastructure (Career Structure & Path with capability required. Career Policy, Career-based Training Program. and Career Enable: Career Coach & Career Platform)
- Facilitate and enable employees to plan & execute their own career development.

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I3 Implementation

Project Timeline



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I3

Implementation

Career Tools

1

Explore Opportunities

- ค้นหาโอกาสทางสายอาชีพ
- อัปเดตสมุดพก



My Career



Employee Career Profile



2

Assess Your Competency

- ประเมินสมรรถนะ-ความเป็นผู้นำ 360 องศา
- ประเมินสมรรถนะ-ทางสายอาชีพ



Beverest Competency Assessment



3

Define IDP

- วางแผนพัฒนารายบุคคล



Beverest IDP

4

Execute IDP

- ดำเนินการตามแผน IDP



Beverest - IDP



Learning Management System



5

Grow Your Career

- ขยายขอบเขตงาน/โอนย้ายไปยังบทบาทหน้าที่ที่ตั้งเป้าหมายเอาไว้
- ประสบความสำเร็จในเป้าหมายทางสายอาชีพ



Career Dashboard



Promotion System



Career Profile Platform



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I4

Integration

Project Working Team



CAREER DEVELOPMENT TEAM

- Design career-related infrastructure i.e. job design, competency, career path, etc.



ORGANIZATION & JOB DESIGN TEAM

- Design Job Harmonization across ThaiBev Group



HRIS TEAM

- Manage and clean data to support the career infrastructure.



RECRUITMENT TEAM

- Revisit and design internal recruitment policy and process.



HRBP TEAM

- Communicate and support employee regarding career development.



IT TEAM

- Design and develop career platform through technological utilization.

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I5

Impact

Employee



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I5

Impact

Line Manager, HR Team, & Organization

LINE MANAGER & HR TEAM



>900

Career Profile &
Career Dashboard
Usage Rate



TOOLS

Standardized tools
for career
development

ORGANIZATION



AWARD

HR Excellence in
Innovation (Silver)
in 2021



DATA

More data points were
collected to improve
career development.

