

安普丹华国际咨询（北京）有限公

司Senior Training Manager-European Logistics Environment PDF转换可能丢失图片或格式，建议阅读原文

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[E6_99_AE_E4_B8_B9_E5_c123_490131.htm](https://www.100test.com/kao_ti2020/490/2021_2022__E5_AE_89_E6_99_AE_E4_B8_B9_E5_c123_490131.htm) 职位描述： We are European working environment with fast growing operation in China. We are looking for strong manager profile to join our team in SH. Pls send yr CV in word/pdf to email below. The Job-Support setting up and implementing training plan to align training strategy and objectives with business strategy and plans. -Facilitate talent development programs to build up talent pipeline for THE COMPANY. -Provide coaching and consultation to business managers in Performance Management process. Generic Training-Develop and update training related policies and procedures. -Design and improve annual Training Needs Analysis (TNA) process, keep regular communication with business managers to understand training needs. -Form annual training plan based on TNA data/findings to meet business needs, support training plan/program implementation. -Propose generic training budget according to TNA, track and monitor training budget in each BU/SU. -Keep regular communication with GCAHRD to learn best practices and leverage training resources. -Training vendor management and ad hoc training courses development. Talent Management-Promote talent management concept and facilitate GCA programs in THE COMPANY. -Support evaluating/building up internal talent pool for THE COMPANY by introducing and

utilizing assessment tool.-Facilitate succession plan and leadership development process to ensure talent pipeline for business development.Organizational Diagnosis -Organize organization survey and propose action plan based on survey findings.-Track and monitor the implementation of organizational action plan to help improve organization effectiveness.-Support other organization diagnosis initiatives in terms of organization design, planning and execution. Performance management -Promote performance management concept and provide related consultation to business managers.-Conduct workshop to provide coaching to business managers on performance appraisal tool/process to ensure the process is strictly followed.-Support business managers in differentiating good/poor performance. -Support business managers in differentiating training needs and non-training needs for individual staff to make an effective Personal Development Plan (PDP).The Person-Bachelor Degree or above, more than 5 years Training and Development working experiences with MNCs with at least 2 years management experience-Knowledge of theory and practice in Performance Management, Talent/Leadership Development and Organization Diagnosis-Strong English skills -Effective influencing and communication skills-Ability to work under pressure with aggressive deadlines-Proactive working attitude and logical thinking-Proven track record in training functionPlease E-MAIL a complete CV in English, including short description of former employers to joyce.guo@access-people.com. Applications will be treated in strictest of confidence. 100Test 下载频道开通，各

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