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MIT Center for Transportation & Logistics



Talent Management GE Case Study

MIT Faculty Club
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Session Objectives

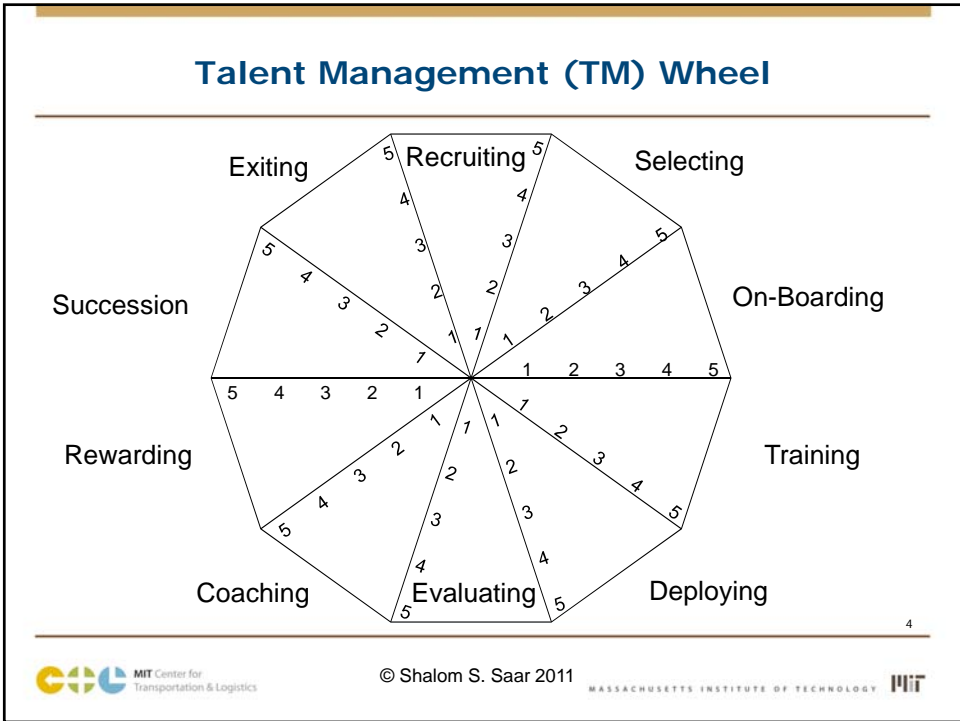
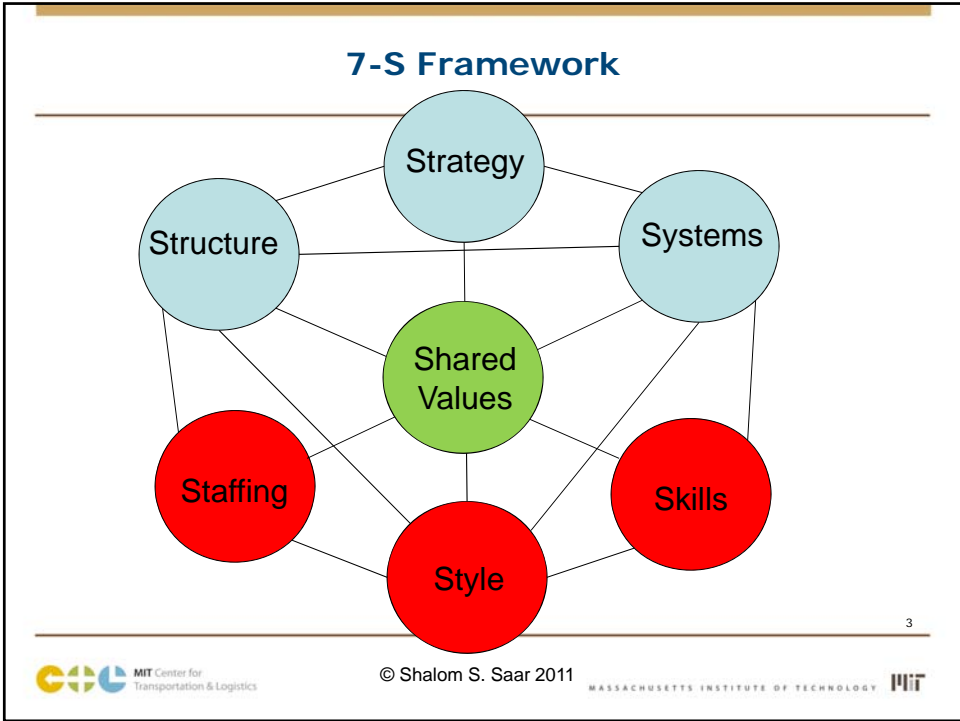
1. Recognize the importance of talent management in driving supply chain strategies
2. Align talent with the culture and values of the organization
3. Examine GE approach to talent management and draw the lessons for your organization

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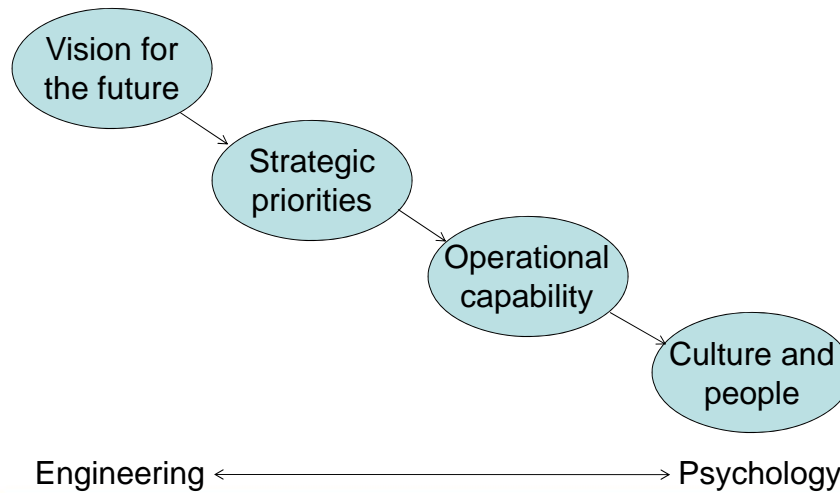


GE Discussion Questions

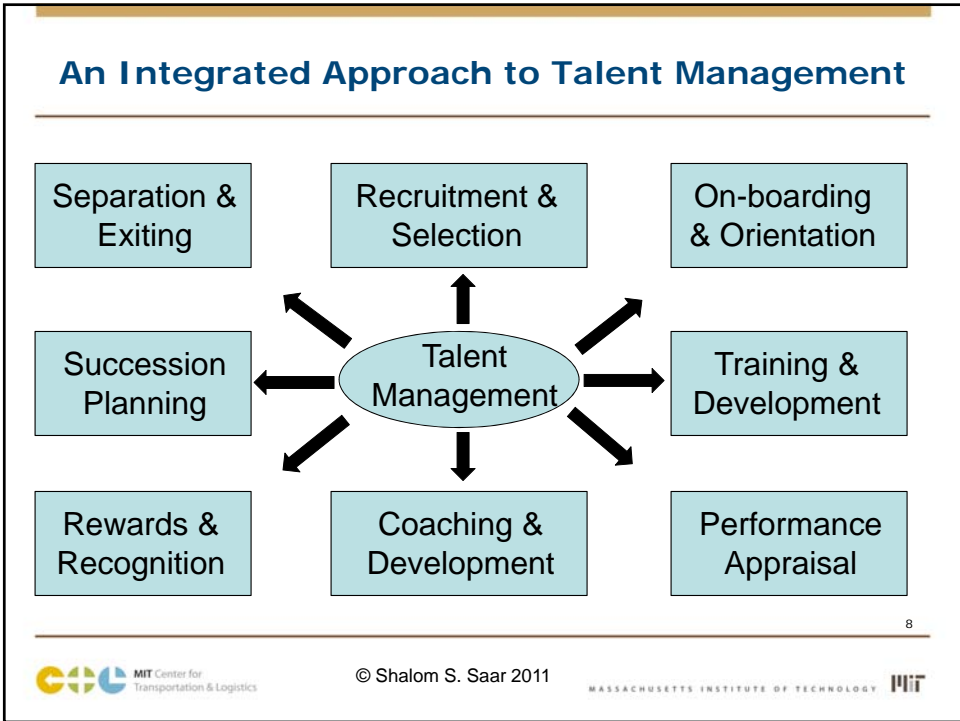
- What philosophy, policies, and practices have made GE a talent producing machine?
- How transferable are GE policies to your organization?
- What are the implications for the recruitment of SCM for the future?

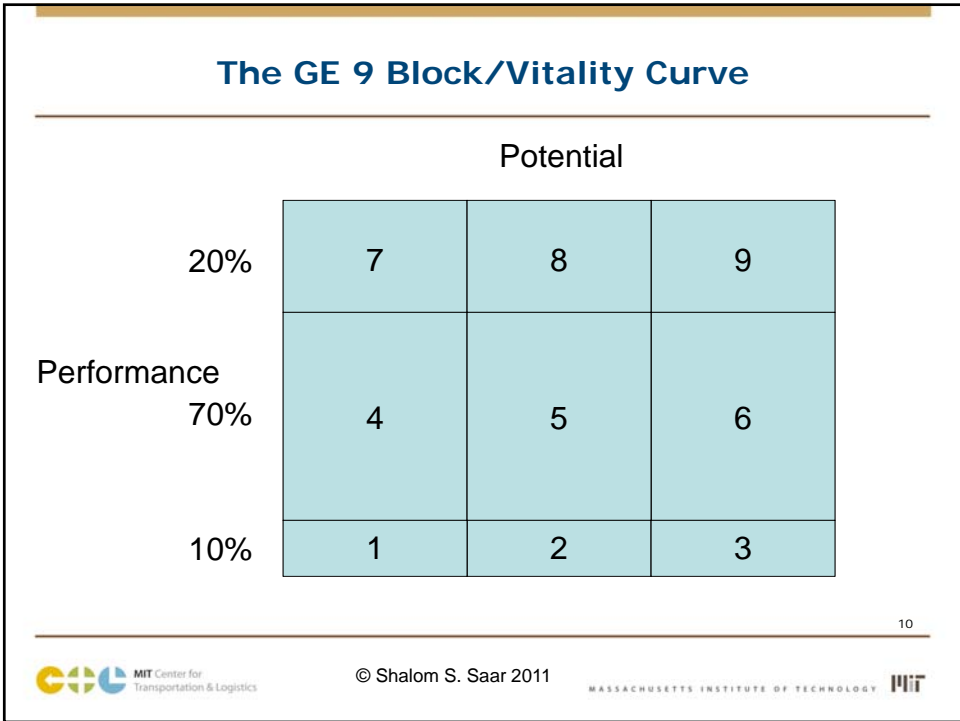
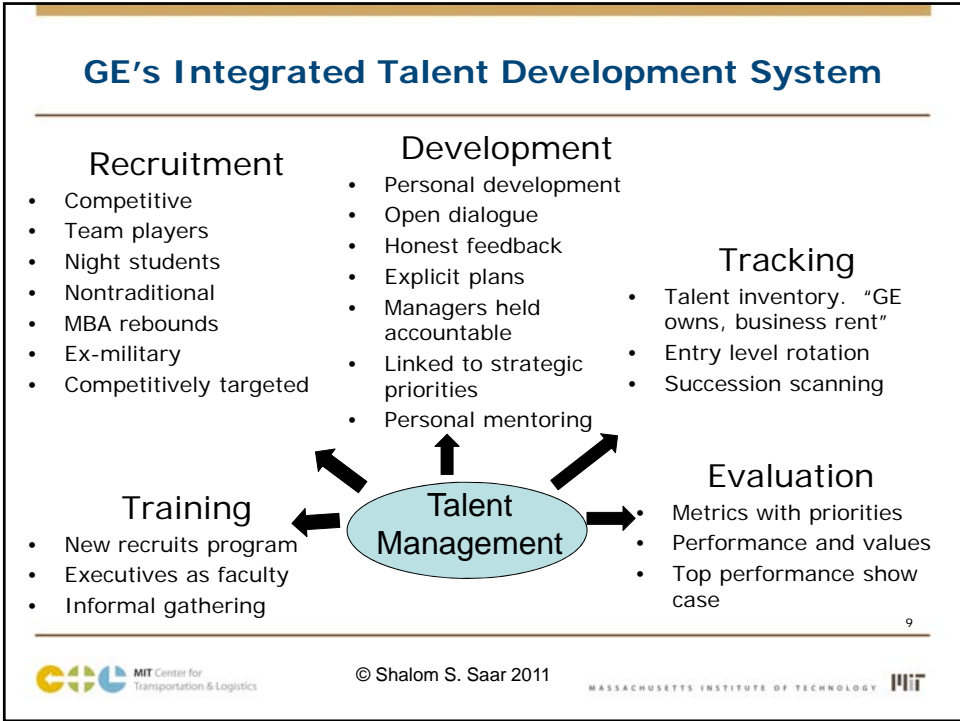
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Strategy and Talent



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Talent Management Building Blocks

1. What kind of people do we want? What should be SCM profile?
2. How do we identify them? What is the best recruitment strategy?
3. How do we assess them?
4. How do we secure the qualified ones?
5. How do we indoctrinate them?

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Competency Building Blocks

6. How do we give them feedback?
7. How do we develop them?
8. How do we challenge them?
9. How do we retain them?
10. How do we exit those who need to go?

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