



**sinarmas**  
mining



**EgonZehnder**

## SINAR MAS MINING & EGON ZEHNDER WEBINAR “Global Talent Mobility”

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Ms. Lily Surya



## Changing global structures into lean, agile and sustainable operating models through technology

Fewer BUs/divisions, grouping assets by:

- Key regions – BHP Billiton
- Commodities – Anglo American
- Synergies – Rio Tinto

Centralizing “complimentary” business services

- Technical excellence
- Project development
- Technology & Innovation

Moving towards becoming more commercially-driven entities

Non-core assets separately bundled with the aim to:

- Demerge
- Divest
- Partner

Internet of Things & Automation are transformational improvement for Safety and due to remote locations



### Reorganization for Optimization



Facilitate profitable growth and agility in a competitive environment

### “Social License to Operate”



Complement technical skills with world-class stakeholder engagement

Stakeholder management

Influencing & collaborating

Commercial / strategic thinking

Community



Unions



Government



Access to resources

Protect capital investments & growth prospects

Sustain productivity & profitability

### Skills & Talent Shortage



Long term workforce planning focused on diversity & inclusion as well as securing future technical skills

Aging, male-dominated & culturally under-represented workforce today ...



bhpbilliton

Aims to raise the proportion of women in its workforce from 17% presently to 50% by 2025

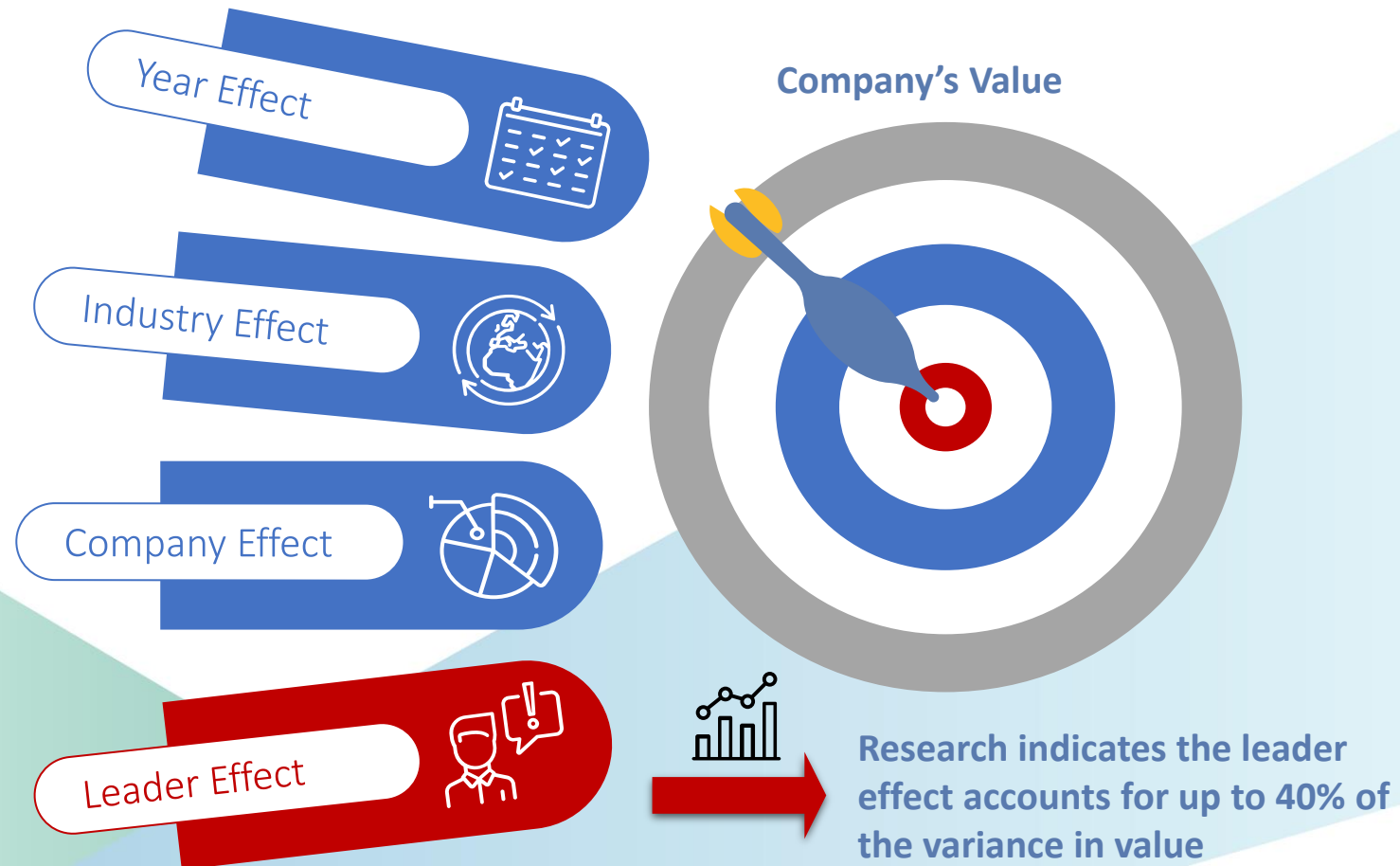
RioTinto

Attracts and develops mining graduates via its Global Education Partnerships Programme

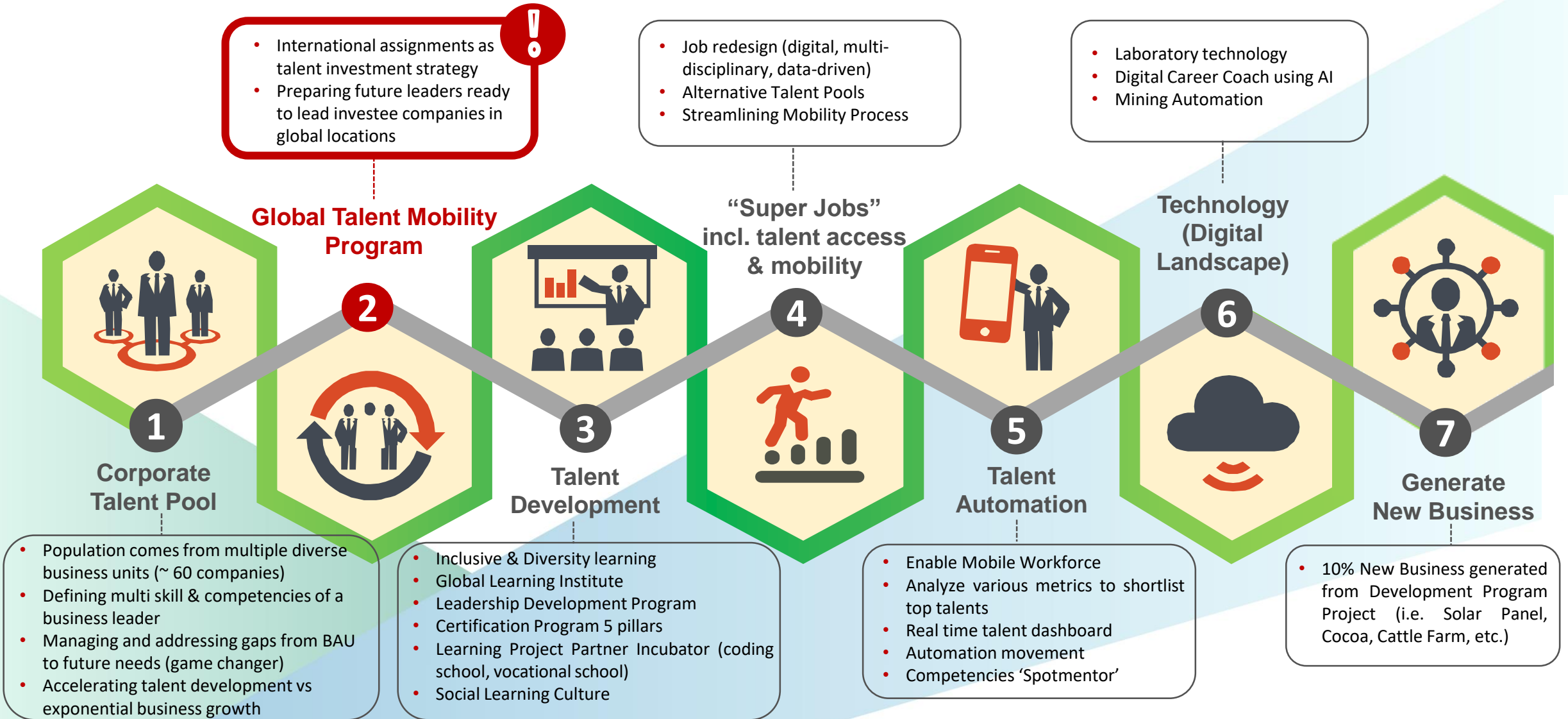
... future supply of talent for the opportunities of tomorrow



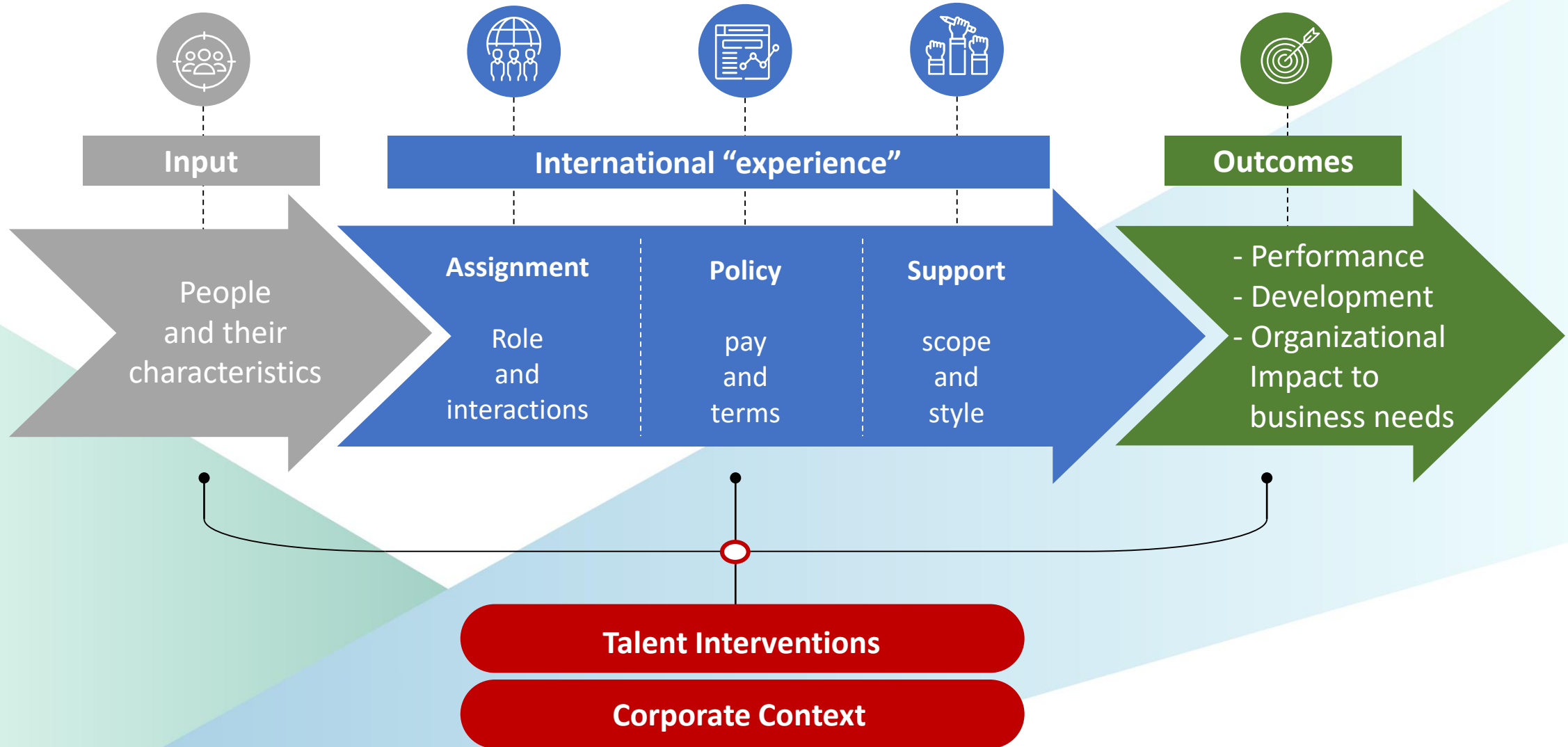
## Linking strategy to talents – why talents is the most important



# Global Talent Mobility is one of the key investments in “Human Capital”

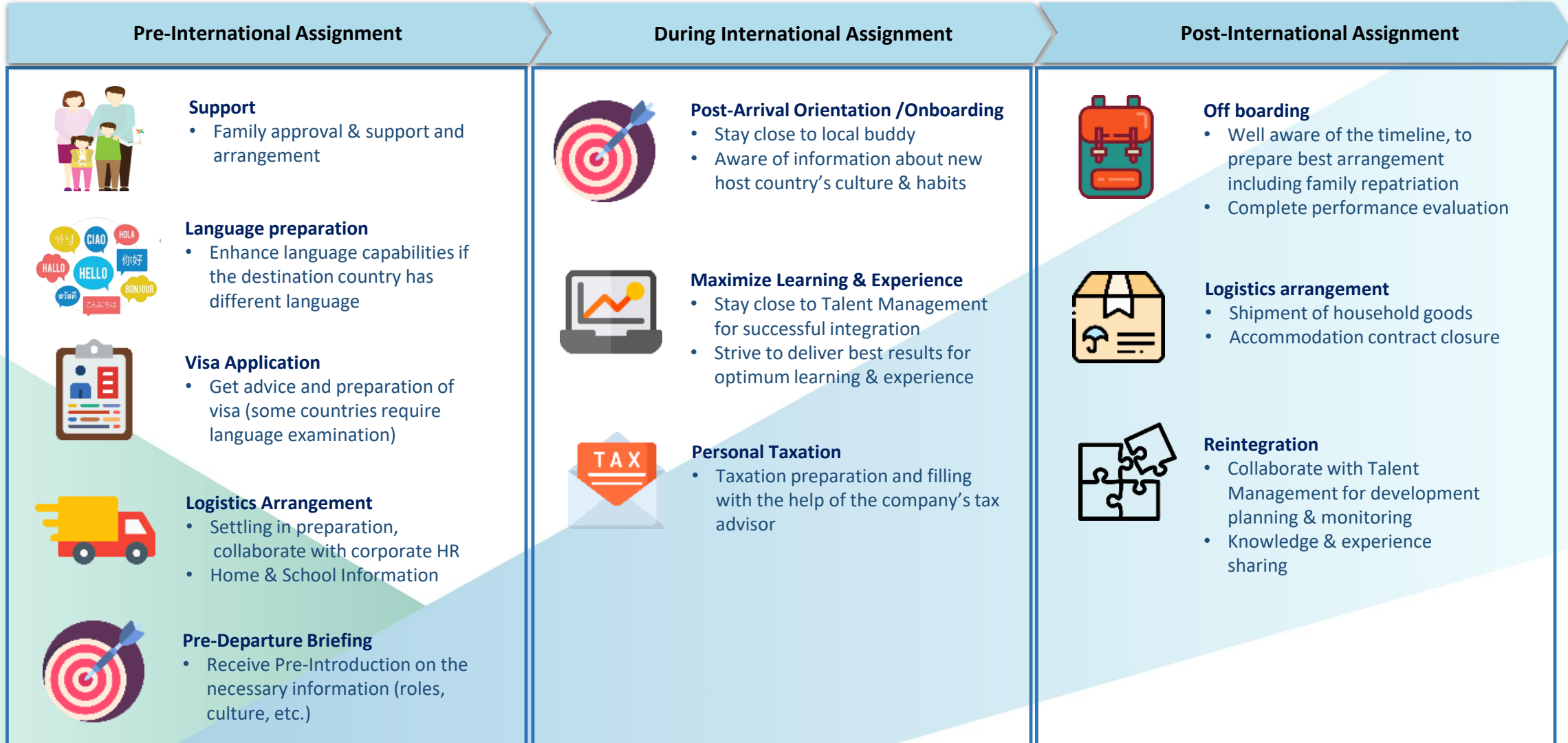


# Global Talent Pipeline to address Future Business Needs



International talent investment strategy will ensure that the future leaders of the organisation have the required international experience to deliver the company's global strategy by transferring and acquiring skills and capabilities. This will focus on following questions:





# Thank you