



Enel Green Power Hellas



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What is **YOU**r voice?



A pool of young talents that are chosen as our new leaders to change.

They will be our drive to the new EGPH era and the ambassadors for upcoming initiatives and ideas.



Steps



1.Criteria

Max 15 talents in the group

Identified according to : age , gender, performance, skills, P&O feedback

2.Phases

The process involves three phases: identification , share & inform talents, from theory to action

3.Roles

P&O maintains the role of facilitator of the whole process and is available for help/guidance



Steps



1. Managers and P&O define the Talent pool
2. One to one meeting with P&O and Manager for briefing / set up expectations
3. Meeting with P&O with all members to set up 1 Team Leader that will be responsible for organizing all the meetings and design Timeline
4. Monthly meetings for brainstorming
5. Discussion with the CEO with all the team – for guidance and improvement
6. Ideas Implementation



Characteristics of the talents (hipo)*



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01. They're good at what they do
 02. They jump on leadership opportunities
 03. They work well autonomously
 04. They take initiatives
 05. They are interested in where the company's going
 06. They don't buckle under pressure
 07. They ask questions
 08. They continually develop new skills
 09. They help their coworkers when they can
 10. They don't bring negativity to work
 11. They can accept not always being right
 12. They take on responsibilities outside of their job description
 13. They recognize their coworkers' hard work
 14. They listen to feedback
 15. They let their career goals be known
 16. They have friends in the office
 17. They work well in group settings
 18. They are trusted by their peers
 19. They possess a high level of emotional intelligence
 20. They embrace company's culture and behaviors

* According to Harvard Business Review



Special Benefits

