



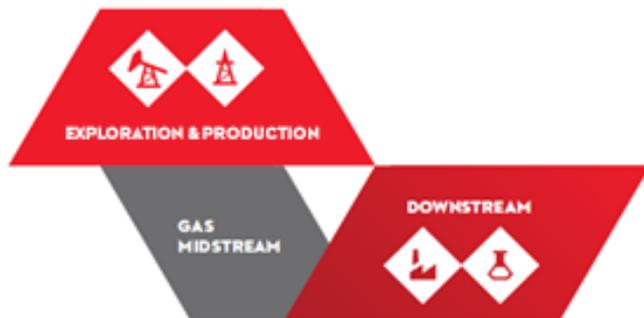
**BUILDING COMPETENT AND ENGAGED WORKFORCE TO MEET
GROWTH TARGETS
(A MOL Group case study)**

Visegrád, 19 November 2015

Society of Petroleum Engineers

MOL GROUP IS A LEADING INTERNATIONAL, INTEGRATED OIL AND GAS COMPANY WITH OVER 75 YEARS' EXPERIENCE

CORE ACTIVITIES



KEY FINANCIAL FIGURES

CCS EBITDA	USD 2.2 BN
CAPEX	USD 2.3 BN
CAPITALISATION	USD 4.7 BN
NET REVENUE	USD 21.0 BN



750.000
RETAIL TRANSACTIONS
PER DAY



26.500
EMPLOYEES
WORLDWIDE



36
MILLION
BARRELS
PER YEAR



40
COUNTRIES
IN ACROSS EUROPE,
MIDDLE EAST, AFRICA
AND ASIA.

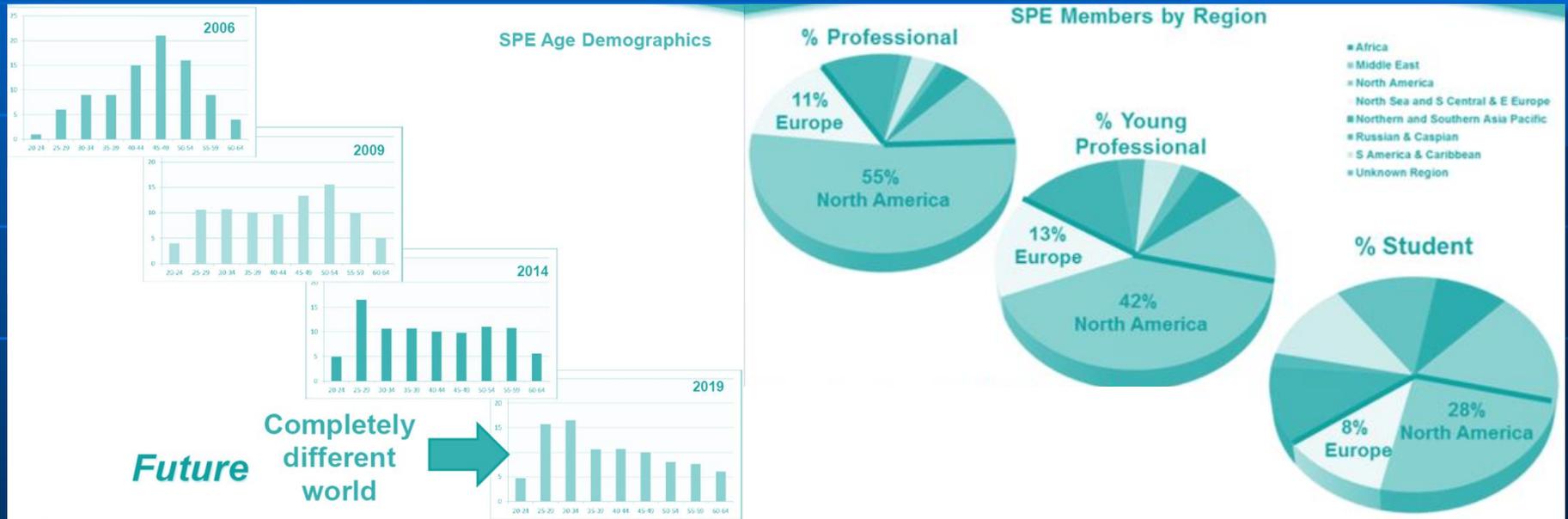


6
DOWNSTREAM
PRODUCTION
UNITS



AS AN INDEPENDENT O&G PLAYER, MOL GROUP HAS TO RESPOND TO THE SHORTAGE OF O&G TALENTS ON THE GLOBAL MARKET IN ORDER TO SAFEGUARD ITS STRATEGIC TARGETS

THE INDUSTRY IS IN THE MIDDLE OF HUMAN RESOURCES TRANSITION



SPE statistics, source: Ford Brett CEO, PetroSkills

MOL GROUP ACTIVELY FIGHTS THE BIG CREW CHANGE WITH PLACING EMPHASIS ON THREE STRATEGIC DIRECTIONS



Build diverse and international workforce (Address traditional industry gender imbalance as well)



Target young talents and accelerate their development



Retain expertise, manage knowledge transfer between generations

MOL GROUP REACHES BACK TO SECONDARY SCHOOLS TO PROMOTE NATURAL SCIENCES HENCE ENGAGE STUDENTS AT AN EARLY STAGE

FRESHHH JUNIOR

▶ Játékszabályok ▶ Fórum ▶ Részvételi feltételek ▶ Jogi nyilatkozat ▶ www.mol.hu

NEM LEHET MINDENKI DZSÉMSZBOND! VISZONT MINDENKI MEGPRÓBÁLHATJA!

Világkörül kalandjaink során merítünk a kémia, fizika és matematikai logika világából, valamint belekötölünk a biológiába és földrajzába is.

Regisztráció >

MUTASD BE NEKÜNK KEDVENC TANÁRODAT

MESTERM 2013
A MOL ÉVA A TERMELÉSZETUDOMÁNYOS ISKOLÁK ÉS TANÁROK SZÁMÁRA

FELÖLD KEDVENC TANÁRODAT ÁPRILIS 21-16!

KINEK MONDANÁL KÖSZÖNETET...?

A MOL-MesterVaj kezdeményezésénél ismét ismételtől adunk arra, hogy kitüntetett tanári munkájukért köszönetet mondjunk, megérdemelt díjat, hogy mások, nézők, vagy esetleg tanítványaink is példát vehessenek belőlük. Amennyiben a pályázat benyújtása mellett részt vesz a kapcsolódó képzésben is, akkor személyesen értékes táblát nyerhet.

A jelölés és díjazás információit keressd fel a mesterm.mol.hu honlapon.

Nominirajte NajMentora/icu iz srednje škole i osvojite tablet!

NAJMENTOR/ICA 2013

NOMINACIJE TRAJU DO 31. 5. 2013.

Nominirajte do 31.5.2013. na www.ina.hr/najmentor

Iz ove godine uz naše prijavu nominirati mogu i nastavnici, profesorice iz srednje škole. Nominirati se ne može učitelj ili profesor iz osnovne škole. Uslugi koje se odnose na ovaj projekt: materijalna, financa i karata. Uslugi koje se odnose na ovaj projekt su: promocijski materijal, materijal za promociju i drugi. Nominacija je otvorena do 31. 5. 2013. godine. Nominacije se mogu prijaviti i elektronički putem interneta.

Naše najmentor/ica može nominirati u kategorijama: prirodoslovna predmetna, matematika, fizika, kemija, biologija, geologija, astronomija, informatika, sport, umjetnost, društvene znanosti, jezikovi.

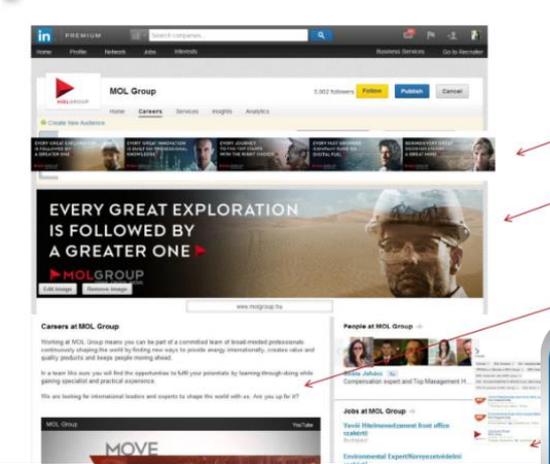
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Ukoliko nominacija dobije do 10.000 glasova, a najbolje mentor/ica dobije najviše glasova i osvaja nagradu od 5.000 kn. Najorganiziranija nominacija osvaja iPad!

INA
INSTITUCIJA ZA ZAŠTITU POTROŠAČA

EXTERNAL GRADUATE TALENT POOL IS APPROACHED WITH A WHOLE RANGE OF PLATFORMS

PRIMARY SOCIAL MEDIA CHANNEL: LINKEDIN



5 customizable modules on the careers tab –target population groupings with different view for each target population

Sample of customizable Exploration and Production visual on the careers tab

Customized content at Career tab depending on target population group & Custom content on LinkedIn



TALENT ACQUISITION PLATFORMS SUITED FOR THE NEEDS OF GEN Y



EVERY JOURNEY TO THE TOP STARTS WITH THE RIGHT CHOICE

CHOOSE OUR GRADUATE PROGRAM AND WORK WITH THE BEST PROFESSIONALS!



PLAY HARD, WORK HARD

ENTER THE FRESHHH 2015 COMPETITION

USING SEGMENTATION APPROACH MOL GROUP DEVELOPED AND LAUNCHED A NEW TALENT ACQUISITION AND DEVELOPMENT PROGRAM SPECIFICALLY FOR ITS E&P BUSINESS, NAMED UPPP



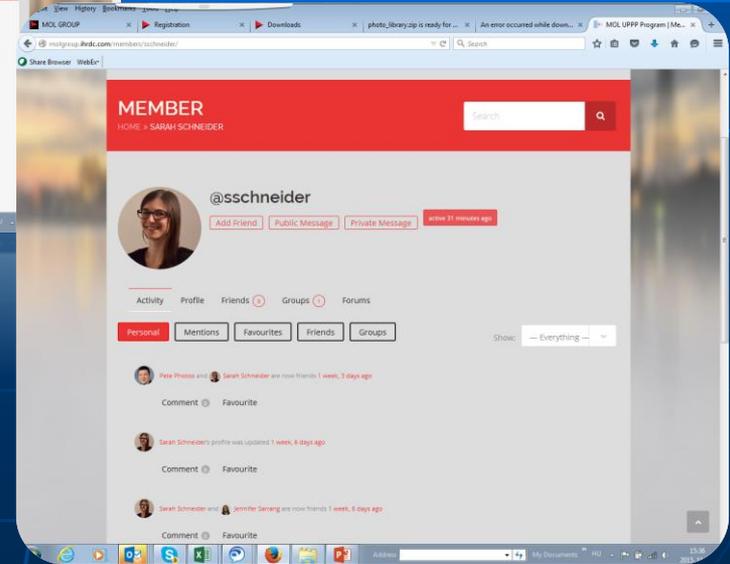
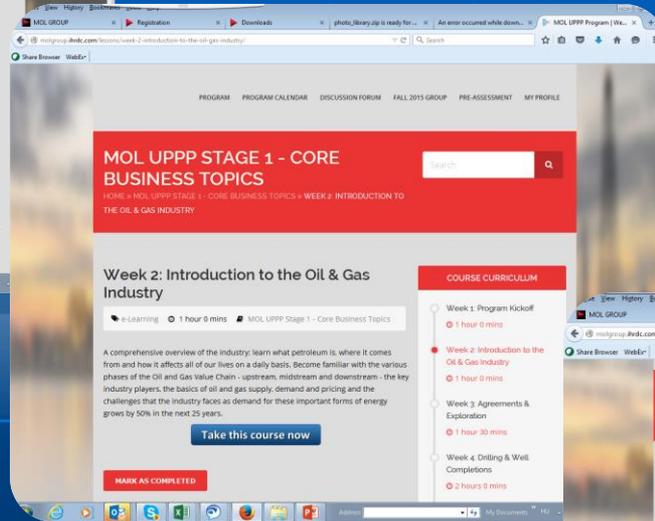
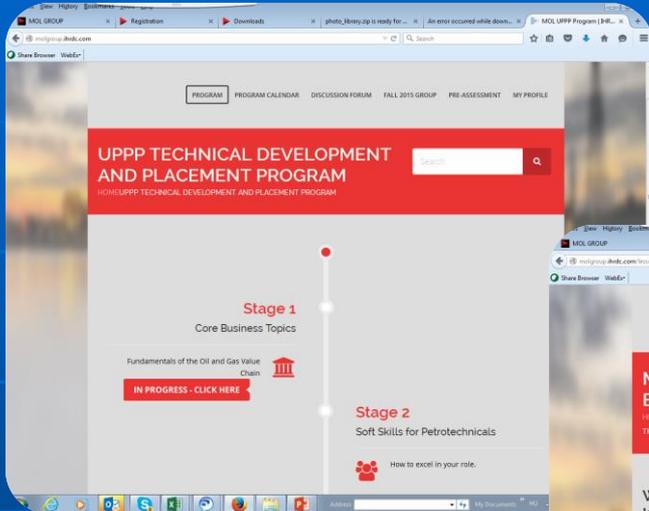
THE ONLINE COMPETITION ATTRACTED 2200 STUDENTS WORLDWIDE AND ENDED WITH A LIVE FINAL IN BUDAPEST



MOLGROUP



UPPP CONTINUES WITH AN 18 MONTHS LONG DEVELOPMENT AND PLACEMENT JOURNEY TO BRING GRADUATE HIRES UP TO SPEED

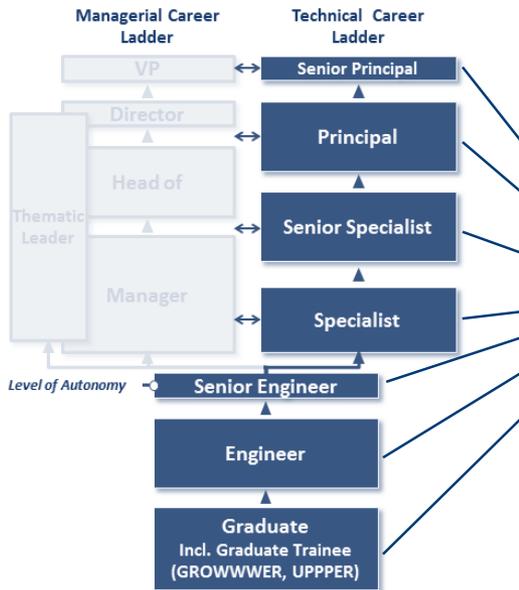


THE UPPP LEARNING CHALLENGE BLENDS ONLINE AND SOCIAL LEARNING, FLIPPED CLASSROOM, OTJ, MENTORED ASSIGNMENTS AND SIMULATION EXERCISES TO ACCELERATE SKILL ACQUISITION

STRUCTURED TECHNICAL CAREER PATH AND LEARNING ROADMAP TO SUPPORT ONGOING PROFESSIONAL DEVELOPMENT AND VALUE TECHNICAL EXPERTISE

Technical Career Path

Clear and consistent career path with defined progression perimeter and levels



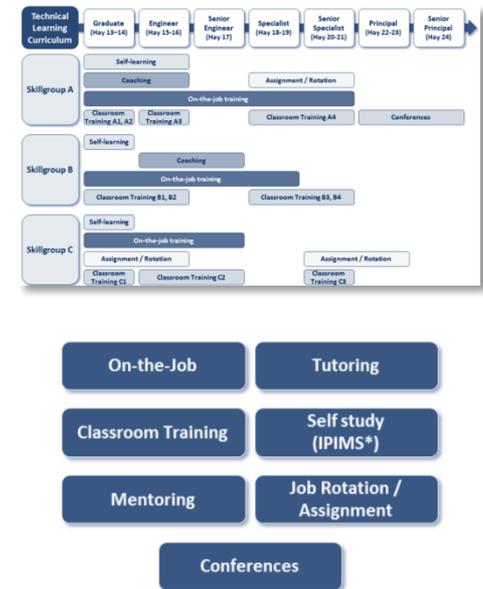
Competence Model

Tailored competence model (linked to career path) that reflects business needs



Learning Tools & Options

Tailored learning tools and options to support development of staff



TO BE SUCCESSFUL IN THE WAR FOR TALENTS, COMPANIES NEED:



PROACTIVE RESPONSE TO THE GLOBAL MARKET TRENDS & CHALLENGES



ACTIVE PROMOTION OF EMPLOYEE VALUE PROPOSITION THROUGHOUT
WHOLE RANGE OF THE TALENT PROGRAMS



STRONG INTERNAL CO-OPERATION AMONG PARTIES (BUSINESS, HR,
ETC.)