

# DIGITAL

**Innovations for a Sustainable Thailand**

Innovation Summit Bangkok 2023

July 5 - 6

Building a Sustainable Future : Power your careers with Schneider Electric

Life Is On

**Schneider**  
Electric



# Career at Schneider Electric

Life Is On

**Schneider**  
Electric



# Our Employee Value Proposition

Why Schneider Electric?



# Our Employee Value Proposition

Why Schneider Electric?

Life Is On



## MEANINGFUL



## INCLUSIVE



## EMPOWERED



# Our Core Values

How do I work @Schneider Electric?



# Our Core Values

Life Is On

Schneider  
Electric

**CUSTOMER  
FIRST**



**DARE TO  
DISRUPT**



**EMBRACE  
DIFFERENT**



**LEARN  
EVERY DAY**



**ACT LIKE  
OWNERS**





Let's build a

# GREEN FUTURE

with Schneider NextGen

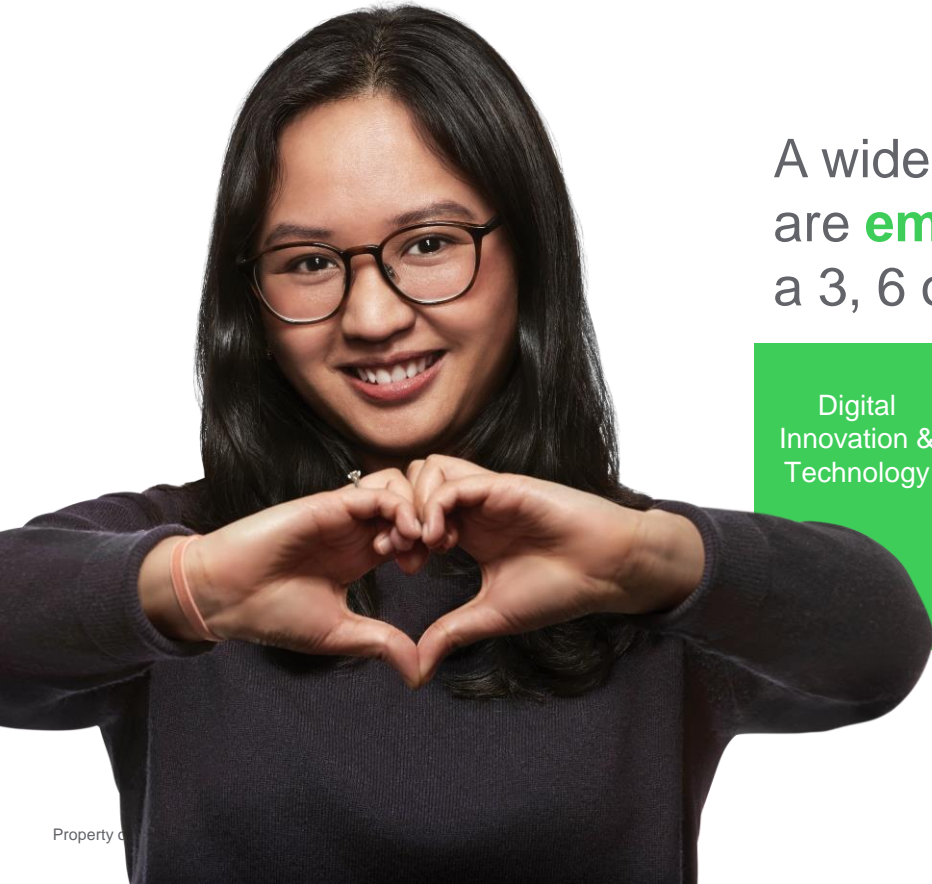


Life Is On

**Schneider**  
Electric



# Schneider Internship Program



A wide variety of **opportunities** where you are **empowered to learn and grow** over a 3, 6 or 12 month program

Digital  
Innovation &  
Technology

Strategy,  
Sales,  
Marketing

Supply  
Chain

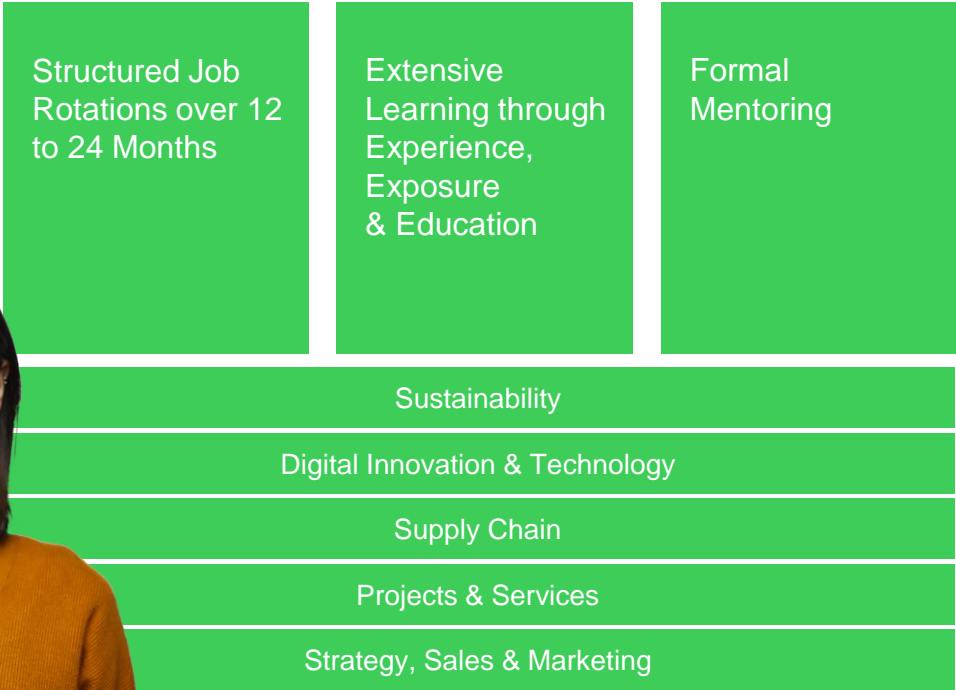
Projects &  
Services

Sustainability

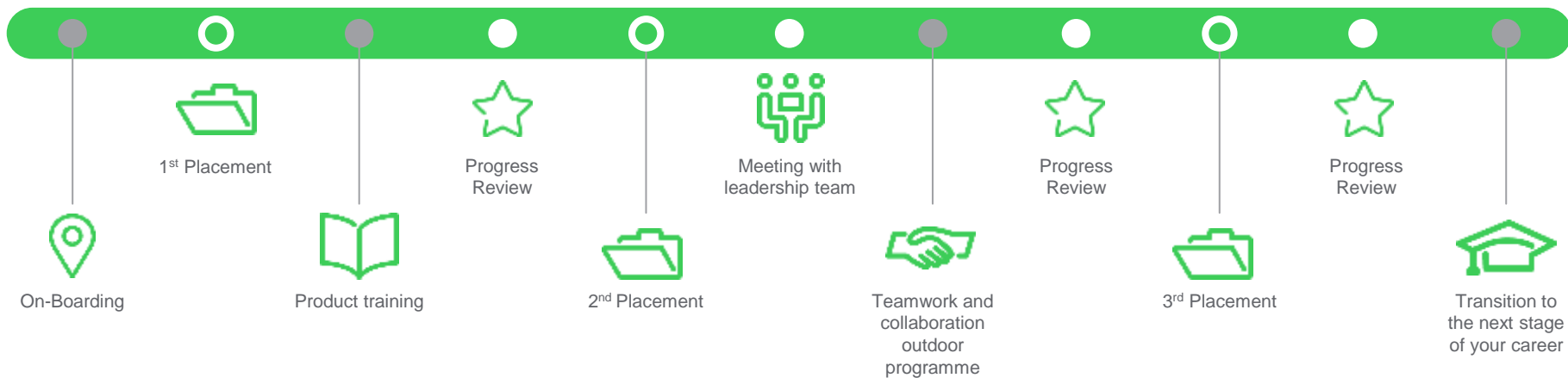


# Schneider Graduate Program

The ticket to **fast-track** your career!



# Find your right position after 2-year assignment





# Schneider NextGen GO GREEN

A Global Student Competition

Life Is On

**Schneider**  
Electric





2022

22,243

Participants  
globally

3,708

Students  
submitted  
Bold Ideas

200

Countries  
represented

100%

Diverse  
eligible teams

## What is Schneider Go Green?

- A global university student competition to learn from & network with experts
- The competition aims to discover bold, smart and sustainable ideas for the future
- An opportunity to develop yourself and the chance to win an international trip

### Learn

- Energy Management and Automation
- Digital Economy
- Sustainability

### Network

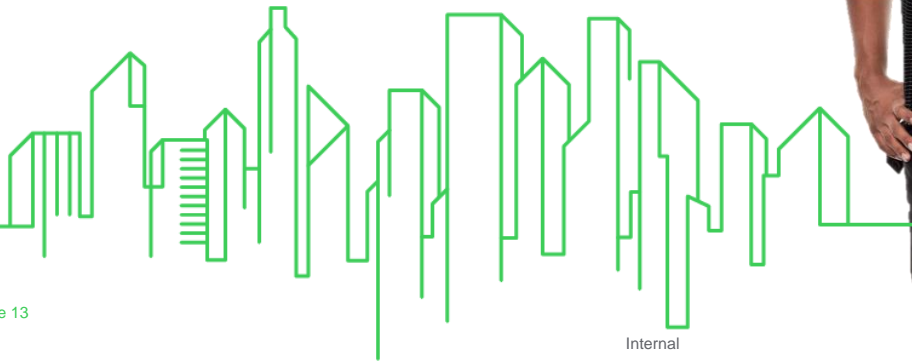
- Mentoring and coaching from business experts
- Schneider Electric HR team

### Opportunity

- Interview for all Semi-finalist teams
- Regional prizes
- International trip to global winners

# Register now and share your bold idea!

- Register at [gogreen.se.com](https://gogreen.se.com)
- Find a teammate based on your region rules and timeline
- Submit your Idea on circularity for buildings
- Get mentored – if you are short-listed, you will receive guidance from Schneider mentors.
- Embrace the challenge and have fun!



A collage of diverse young people representing global student experiences. In the top left, a young woman with long brown hair is laughing and making a peace sign. In the top center, a young man in a red shirt is upside down, holding a phone. In the top right, a young woman with long dark hair is smiling and making a peace sign. In the bottom left, a young man in a black cap and glasses is smiling. In the bottom center, a young man in a light blue shirt is pointing up and smiling. In the bottom right, a young woman in a white hard hat and yellow safety vest is holding a tablet. A large green banner at the bottom contains the Schneider Electric logo and tagline.

# Schneider Global Student Experience

Life Is On

**Schneider**  
Electric



# HOW THE EXPERIENCE WORKS:



## WHO CAN PARTICIPATE?



You should be a **Current Undergraduate or Masters student (with a graduation date after Nov 2023 and up until Dec 2025)** while in the student experience



Interested in learning skills & knowledge used in the workplace that you might not learn at school and will be used for you in the workforce



Interested in sales & marketing, supply chain, services, sustainability, and digital. You should be completing your degree in relevant areas.



Proficient in English (Written & Spoken)

## ADDITIONAL INFORMATION



There are a limited number of seats available. Registration does not mean acceptance - you will be notified if you are accepted into the Schneider Global Student Experience.



Your resume will be reviewed as part of the selection process! As this is a global program is currently in English only, please ensure you submit an English resume in order to be considered.



Space is limited. Deadline for registration is June 15th, at 11:59pm (US Eastern Time)

# Stay Connect SE Social Media

Schneider Corporate Social Platforms:

**Facebook**

SchneiderElectricTH



**Instagram**

schneiderelectric\_th



**YouTube**

SchneiderElectricTH



**LinkedIn –**

<https://www.linkedin.com/company/schneider-electric>



**Line :** Student Community





Life Is On



# DIGITAL

**Innovations for a Sustainable Thailand**

Innovation Summit Bangkok 2023

July 5 - 6

Life Is On

**Schneider**  
Electric





# Building Sustainable Career

Powered by Schneider Electric





Schneiders  
Bakery

СТІКЕРИ



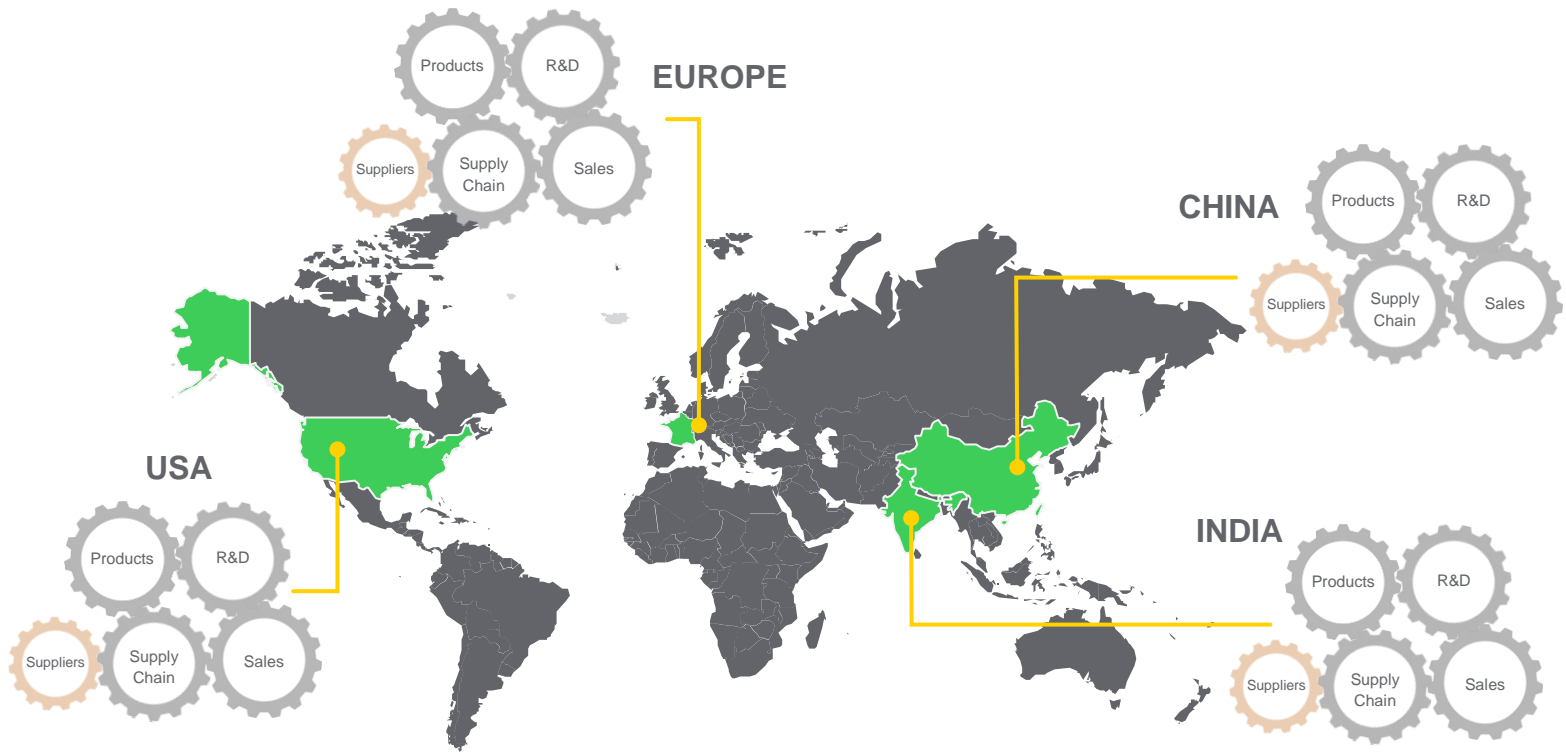
# How do YOU Feel Today?



Our purpose is to **empower all to  
make the most of our energy and resources**  
bridging progress and sustainability for all.

At Schneider, we call this **Life Is On**

# The **most local** of global companies



# Employee Experience



Effortless moment



Moment that matters



"I want my first day on the job to be special"



"I want to get to know the colleagues I will be working with"

## JOINING THE TEAM



"I want access to my preboarding information to best prepare myself for the new job"



## OFF-BOARDING



"I want support for my development and growth and discuss it with my manager"

## GROWING MY CAREER HERE



"I can self-assess my skills to know where I am at"



"I want visible career advancement opportunities"



"I want to feel my contributions were valued and have the opportunity to stay connected to my employer for future hiring"



"I want my offboarding process to be simple and know what is expected from me"



# Great people make a great company

## MEANINGFUL



## INCLUSIVE



## EMPOWERED



# Learning & Development Philosophy



At Schneider Electric, we take employee development very seriously. Our people are the engine for our growth and long-term business.

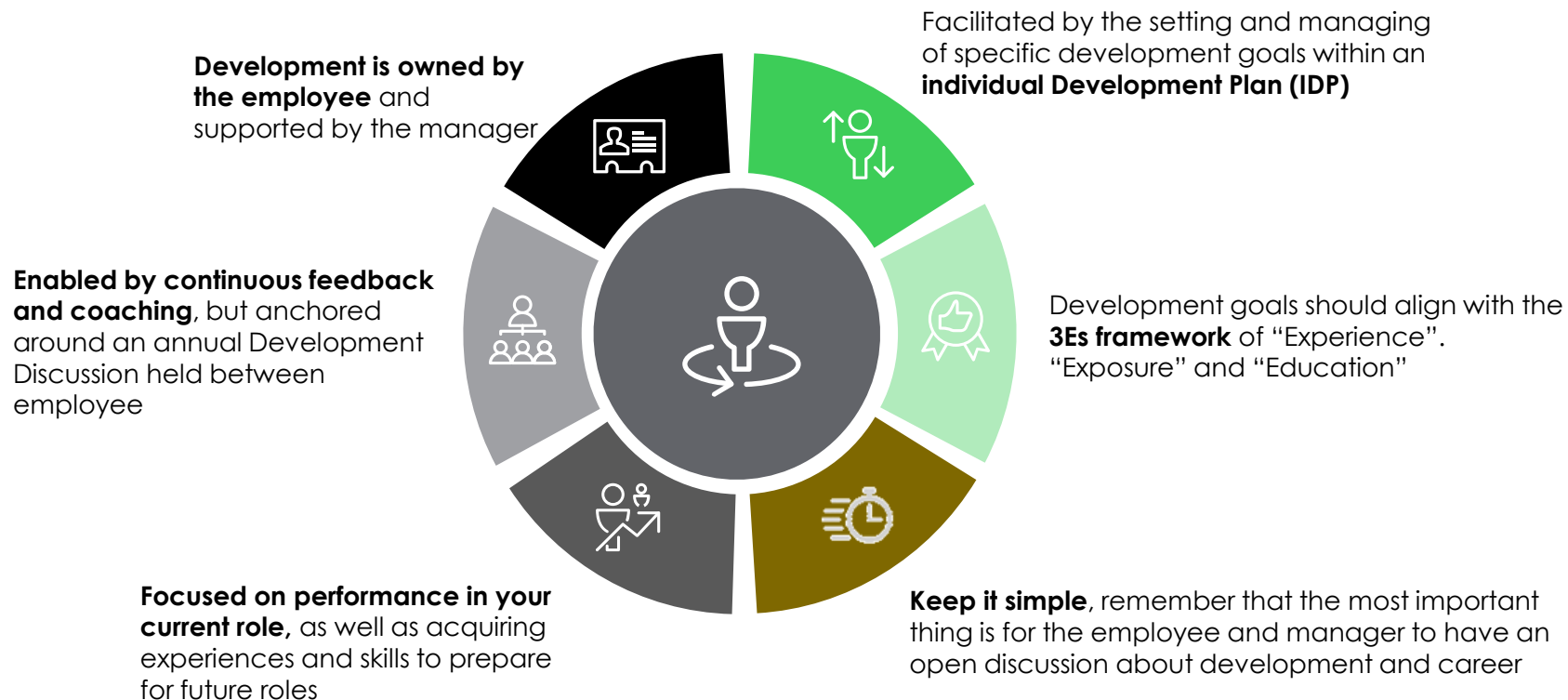


Everyone is a talent at SE.



Development at Schneider means developing in your current role and developing for future roles.

# Basic Principles & Guidance



# 3E Strategy



Experience

- On the Job Training
- Job Rotation
- Job Shadowing
- Project Assignment
- Job Enlargement / Enrichment



Exposure

- Coaching
- Collaboration Platforms
- Mentoring
- Mentoring
- Feedback
- Communities of Practice



Education

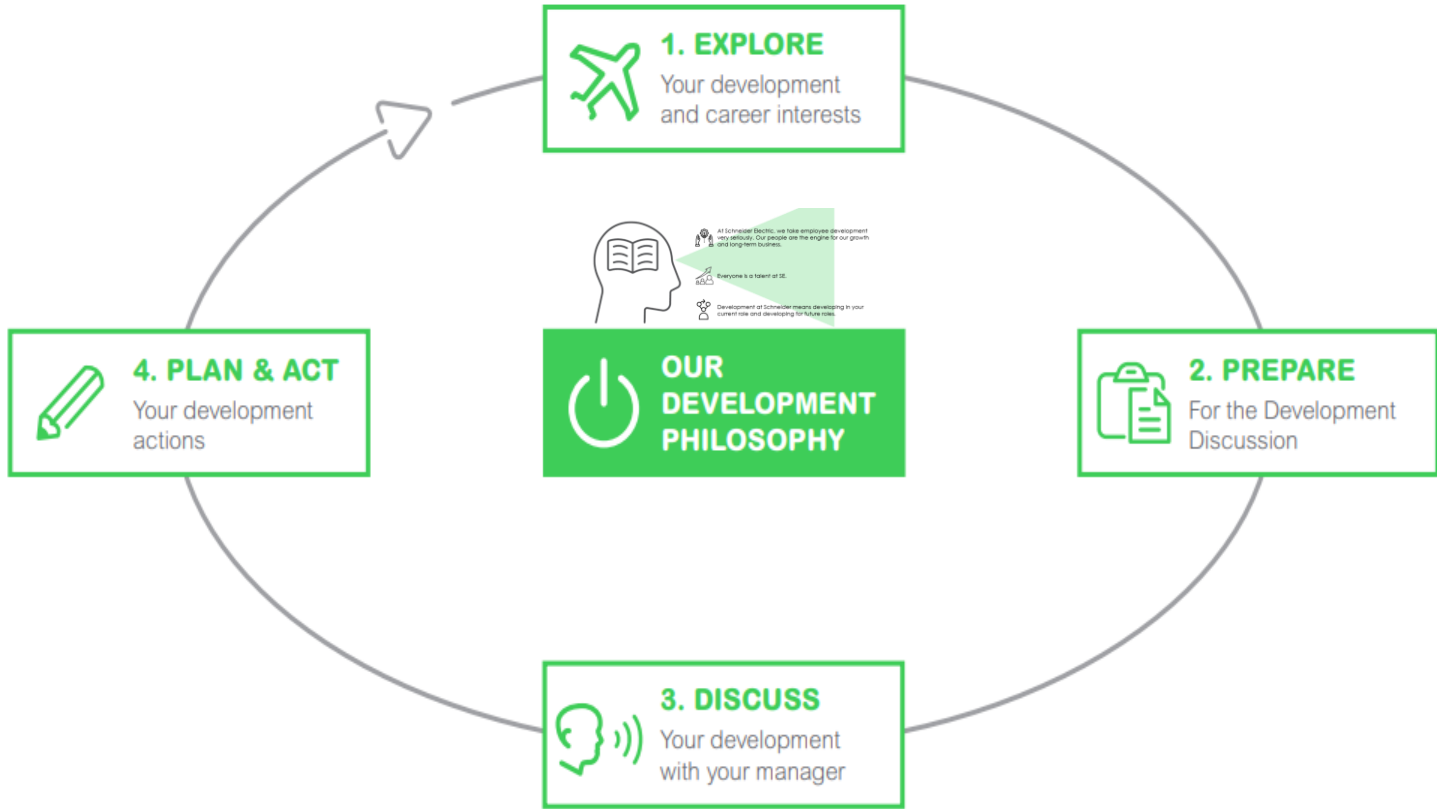
- Workshop
- Webinar
- Online Learning
- Reading
- Listening Podcast / Telling

Life Is On

**Schneider**  
Electric



# Development Framework



# Career is Yours

“Your development is a journey, not a destination”



**MOTIVATION** is a Key



**ROLE** Preferences



**OPPORTUNITY**

Life Is On

**Schneider**  
Electric



# Open Talent Market (OTM) Platform “Elevate Your Career Through AI”

# Grow your Career

Open Talent Market is our Artificial Intelligence (AI)- driven career development tool that matches your skills and ambitions to opportunities and assists you to develop, grow and shape your future, whatever the stage of your career.



Create new opportunities

Find opportunities

## Using our Open Talent Market

### Getting the Most Out of OTM

Overview for Employees

<https://se.gloat.com>

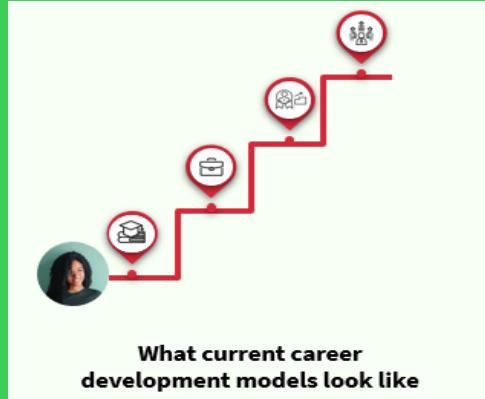


# Do you know what YOU want to be when you grow up?



# New Approaches to Career Development

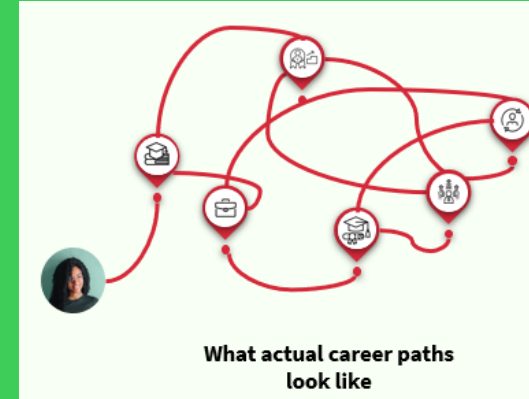
## From...



### Development directed by the organization

- Linear path
- Single skill set - 'career for life'
- Skills evolved slowly
- Prescribed training plan

## ... To



### Development directed by the individual

- Non-linear, multiple paths within and between jobs
- Agile – project based, testing out new things
- Skills change fast and new ones emerge quickly
- Personal values are a key driver

# What is an Open Talent Market?

A digital, borderless, unbiased and transparent platform

**Open Talent Market (OTM)** is an **AI-driven** career development platform that matches internal talent's skills and ambitions to opportunities (**jobs, projects, mentors**) across the organization at **speed** and assists employees to develop, grow and shape their future, whatever the stage of their career.

It empower employees to be in the driver's seat around their career development:

- ✓ Creates transparency to opportunities around the globe
- ✓ Accelerates connections (AI reaches broader and deeper)
- ✓ Helps de-bias processes (algorithm does not see gender and age)

## It supports all 3 E's model for career development



### Experience

*Positions and projects (gigs)*



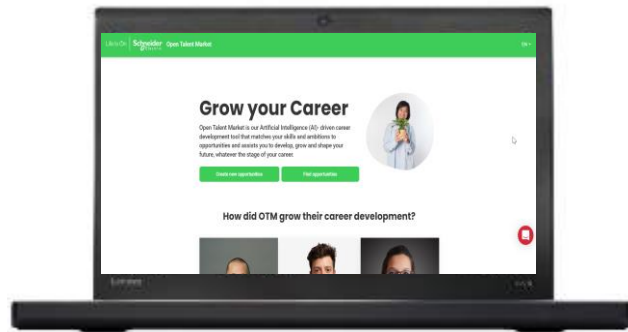
### Exposure

*Mentoring opportunities*



### Education

*Learning suggestions*



- ✓ Launched globally in May 2020,
- ✓ Available Languages: English, Spanish, French, Portuguese, Chinese, German, Russian



# Steps to Take to Allow OTM to Work the Best for You

## To get the most out of the platform...

The artificial intelligence (AI) needs information to work with

1. **Enhance your PROFILE.** Aim for a score of 4, OTM will even tell you what additional information is needed about your experience, skills and education. With a more robust profile, the AI can suggest more relevant development opportunities.
2. **Complete your MY DEVELOPMENT section.** Fill in your aspirations, desired roles etc. so that the AI can factor your future interests into your opportunity suggestions.
3. **EXPLORE** discovered opportunities and proposed career paths.
4. **TAKE ACTION** and create projects, apply for projects or positions, find a mentor or become one.
5. **TEACH THE AI** by also hitting thumbs down if the recommendation is not a good match.

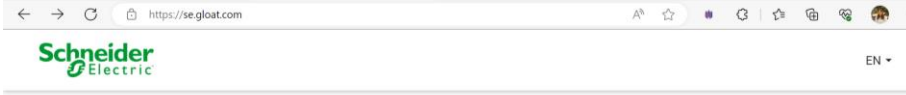


**And  
remember...**

**Your development is a  
journey, not a  
destination!**



# 1.Enhance your **PROFILE**.



## Grow your Career

Open Talent Market is our Artificial Intelligence (AI)- driven career development tool that matches your skills and ambitions to opportunities and assists you to develop, grow and shape your future, whatever the stage of your career.



Good evening, Lalita  
(She/Her)

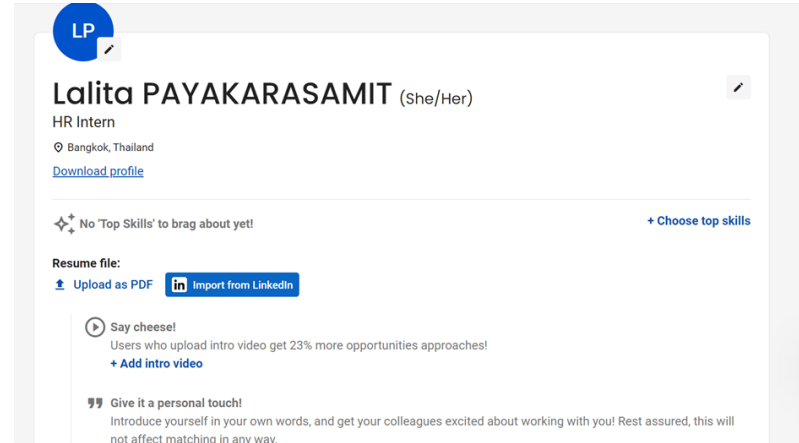
Profile strength: Very weak (1 of 4)

Add your career history and education to your [profile](#) so we can personalize your suggestions.



[Explore opportunities](#) My opportunities (0)

Filter by All



## Add position

\* Mandatory fields

Title \*

Company \*

Skills

Location ✓

☒ I'm currently working in this role

Please fill in all the required sections before you save

Save

## Add project

\* Mandatory fields

Title \*

Role \*

Skills

Location

☒ I'm currently working on this project

Please fill in all the required sections before you save

Save

## Add education

\* Mandatory fields

Degree Title \*

School

Start date

End date

Your GPA

Skills

Please fill in all the required sections before you save

Save

## Skills

HR activities ✕ Human Resources Coordinator ✕ Hr Recruiter ✕

Organizational Development (OD) ✕ Employee Relations ✕

Hiring managers ✕ Employee Engagement ✕ Talent Development ✕

Search skills

Suggested skills from the market

Succession Planning + Succession + Payroll + HR Policies +

On-Boarding + Talent Management Strategy +

## Languages

Language

Search language

- ☐ Basic
- ☐ Intermediate
- ☐ Fluent
- ☐ Native

+Add language

Cancel

Save

Cancel

Save



Lalita PAYAKARASAMIT  
HR Intern

[Download profile](#)

not affect matching in any way.

[+ Add intro text](#)

### Profile strength: Very strong (4 of 4)

Nice! Your profile is now complete.



### Work info

Business Unit:


CEA-China & East Asia Operations


Line manager:


Paponpat SATHIRACHAIVIT


## 2. Complete your MY DEVELOPMENT section.


My development Career paths Tracks

  
Skills landscape

  
Aspirations

  
Skills 5

  
Roles 0

  
Experiences 0

### Ready to try something different?

This option allows me to be matched to opportunities that I may not have considered before but for which I could be a good fit.

Try something different

☐ Not Right Now

☐ Interested

☐ Very Interested


Focus on aspirational skills & experiences


☐ Not Right Now


☐ Interested


☐ Very Interested


My development Career paths Tracks

  
Skills landscape





  
Aspirations


  
Skills 5

  
Roles 0

  
Experiences 0

### Skills I would like to develop

On-Boarding  Performance Management  Employer Branding  Organizational Change 


HR Services 


Suggested skills from the market


E-Learning  Training  StoryLine  Learning Management Systems (LMS)  Instructional Design 


Labour Law  Conducting Interviews  Onboarding  Training & Development  Training Programs 


My development Career paths Tracks

  
Skills landscape

  
Aspirations

  
Skills 5

  
Roles 0

  
Experiences 0

### Your next career move is just around the corner!

Add roles you're interested in so we can show you relevant job opportunities.





+ (HR)


HR Business Partner


HR Manager


My development Career paths Tracks

  
Skills landscape

  
Aspirations

  
Skills 5

  
Roles 1

  
Experiences 0

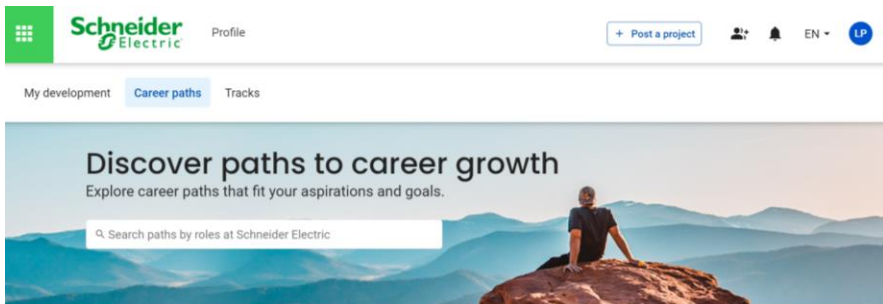
### Experiences I would like to gain

Suggestions:

Onboarding new employees  Building work plans and work procedures 

Coordinating and deploying internal communication messages 

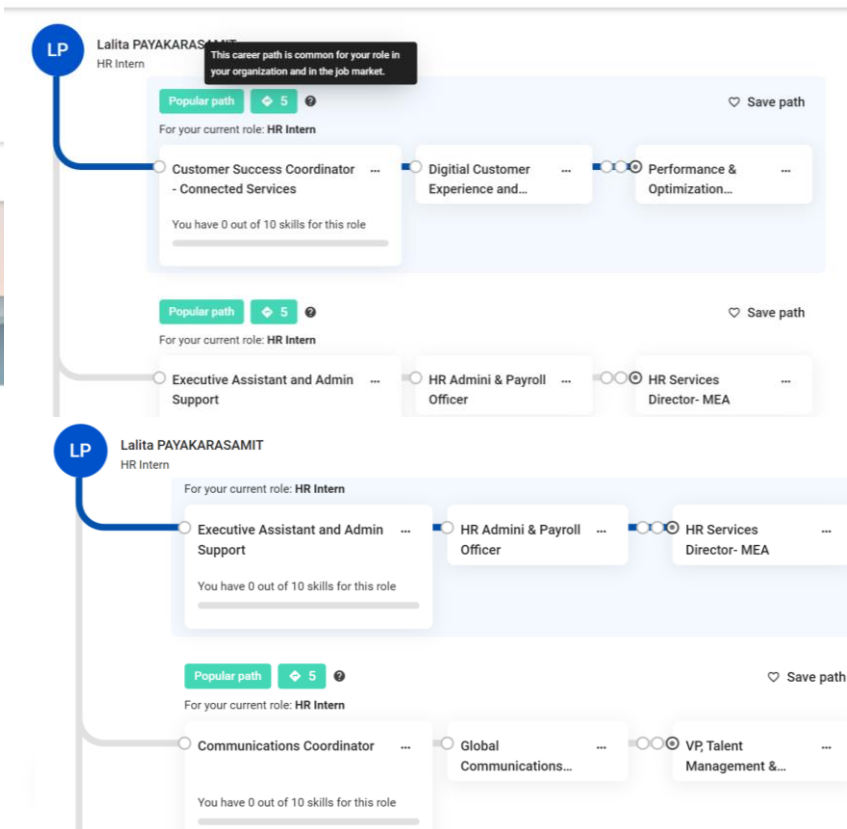
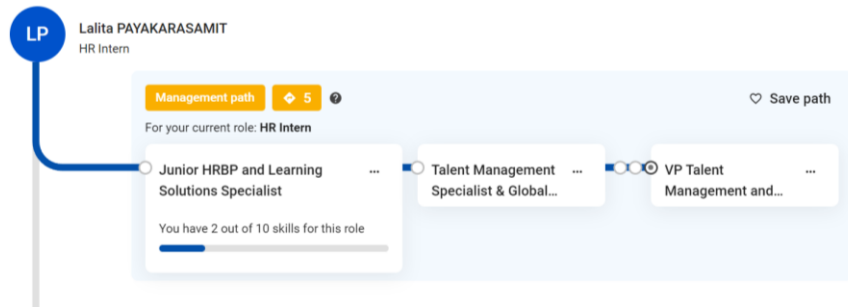
# 3.EXPLORE



## Find your career path

Discover the right path for you at Schneider Electric

Give Feedback






# 4.TAKE ACTION

The screenshot shows the Schneider Electric internal career portal. At the top, there's a navigation bar with the Schneider Electric logo, a 'Profile' link, a '+ Post a project' button, and user icons. Below the navigation bar, there's a sidebar with icons for 'Profile', 'Opportunities' (highlighted with a blue background and an arrow), 'Career growth', and 'Hiring'. The main content area displays a list of opportunities. The first opportunity is for 'Alexandra LUPU', a Talent Acquisition Specialist, with a 'Mentor' tag. Below her name, it says 'HR Business Partner' and 'Top skills: HR | +2'. A yellow star icon indicates 'They have experience in your role'. The second opportunity is for 'Diego Londono Torres', a Graduate, with a 'Project' tag. Below his name, it says 'Automation for Sustainability Opera...' and '2h per...'. A yellow star icon indicates 'Matches your development goals'. The third opportunity is for 'Volunteer NAM Allocation Program Leader', with a 'Project' tag. Below the name, it says 'NAM Allocation Program' and '6h per week'. A yellow star icon indicates 'Popular transition from your role'. At the bottom right, there's a red circular icon with a white document symbol.




The screenshot shows the Schneider Electric internal career portal. At the top, there's a navigation bar with the Schneider Electric logo, a 'Profile' link, a '+ Post a project' button, and user icons. Below the navigation bar, there's a section titled 'Suggested for you'. It displays a list of suggested projects. The first project is for 'Diego Londono Torres', a Graduate, with a 'Project' tag. Below his name, it says 'Automation for Sustainability Opera...' and '2h per...'. A yellow star icon indicates 'Matches your development goals'. The second project is for 'Volunteer NAM Allocation Program Leader', with a 'Project' tag. Below the name, it says 'NAM Allocation Program' and '6h per week'. A yellow star icon indicates 'Popular transition from your role'. At the bottom right, there's a red circular icon with a white document symbol.

# 5.TEACH THE AI




Profile

+ Post a project

 EN 

Suggested for you


Mentor







Yewande Ayowole-Oso

HR Business Partner


Top skills: HR | +2

 They have experience in your role

Not interested




Mentor







Alexandra LUPU

Talent Acquisition Specialist

Top skills: Recruitment Advertising | +10

 They can help you gain desired skills




Property of Schneider Electric |

Page 45

Internal

Life Is On



# Student Communication Channel at Schneider Electric



Life Is On

