



SERVICE INTRODUCTION

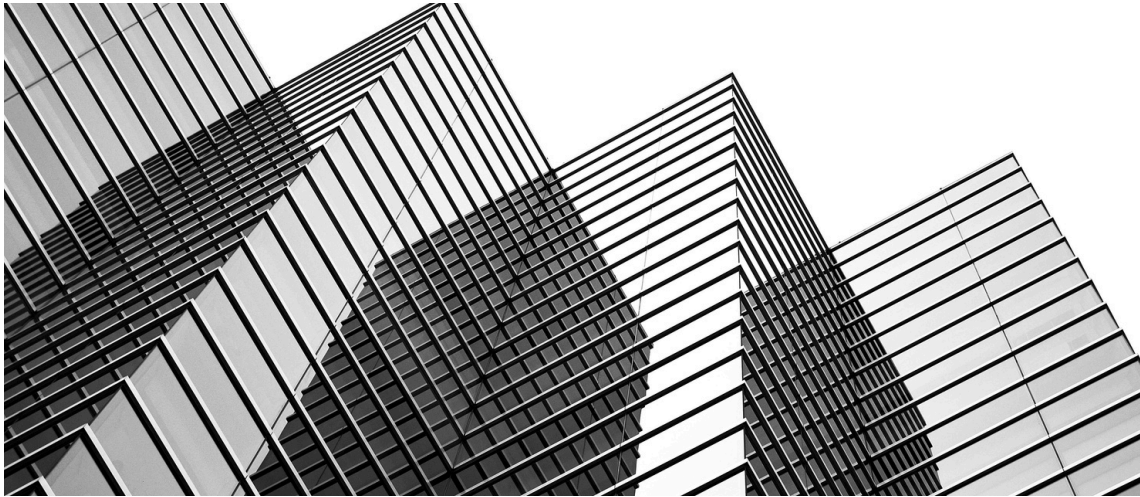
TALENT MAPPING SERVICE

2024

PEOPLEWISE VIETNAM

213 Tran Quang Khai, Tan Dinh
ward, District 1, HCMC

ABOUT PEOPLEWISE VIETNAM



PeopleWise Vietnam is established towards the mission to make a positive impact on our community by improving the quality of labor and making the workforce move more effective.

In the initial phase of the business, PeopleWise Vietnam provided solutions and human resources consulting services to our partners worldwide, included workforce advisory, organization diagnosis, career transition, training service, talents and staffing solutions that fit in the organization's value and vision to drive business success.

Through our consulting services, we aim to help organizations achieve their goals by enhancing their human capital capabilities. We believe that the success of any organization is deeply rooted in the effectiveness of its human resources. With motto, "Select to serve", goal is to provide exceptional quality HR services that meet international standards. We offer customized and flexible solutions tailored to our clients' unique needs, helping them achieve business success with cost-effectiveness.

For more information, visit www.peoplewise.vn

THE CONTEXT



In the current economic context, cost-effective and cost-optimized use of a service with long-term benefits is a top priority for any business. At PeopleWise, we understand this and design our services tailored to the needs of each client.

Our Talent Mapping Service is designed using international standard methods, as a stage in the standard process of the Retain Search Service that helps our clients optimize costs and increase the benefits from the service.

We would like to present the Talent Mapping Service Introduction, which will focus on providing the following information:

1. Why use the Talent Mapping Service at PeopleWise Vietnam?
2. Introduction to PeopleWise Vietnam's approach and methodology
3. Timetable Agreement
4. The Talent Mapping Report Sample

Please note that this is a service introduction for your reference, and the service proposal will be customized based on the specific positions that the client requires for the Talent Mapping.

1. THE BENEFITS OF USING TALENT MAPPING SERVICE

With our large database and network, supported by dedicated team of Talent Consultants who will be consulting and providing talent mapping in the marketplace. This will add value in your strategic workforce planning and decision-making processes.



1. THE BENEFITS OF USING TALENT MAPPING SERVICE

A. Confidentiality:

For positions that are under consideration or require confidentiality in recruitment, using Talent Mapping is the optimal method to ensure confidentiality and help clients choose the most appropriate solution.

B. Broad view of potential candidates for the position:

Having a comprehensive list of candidates in the industry that meet the key criteria required for the position. This helps business leaders or the leadership team have a broad view to consider the proper talent strategy in terms of buy-build-borrow.

C. Cost savings:

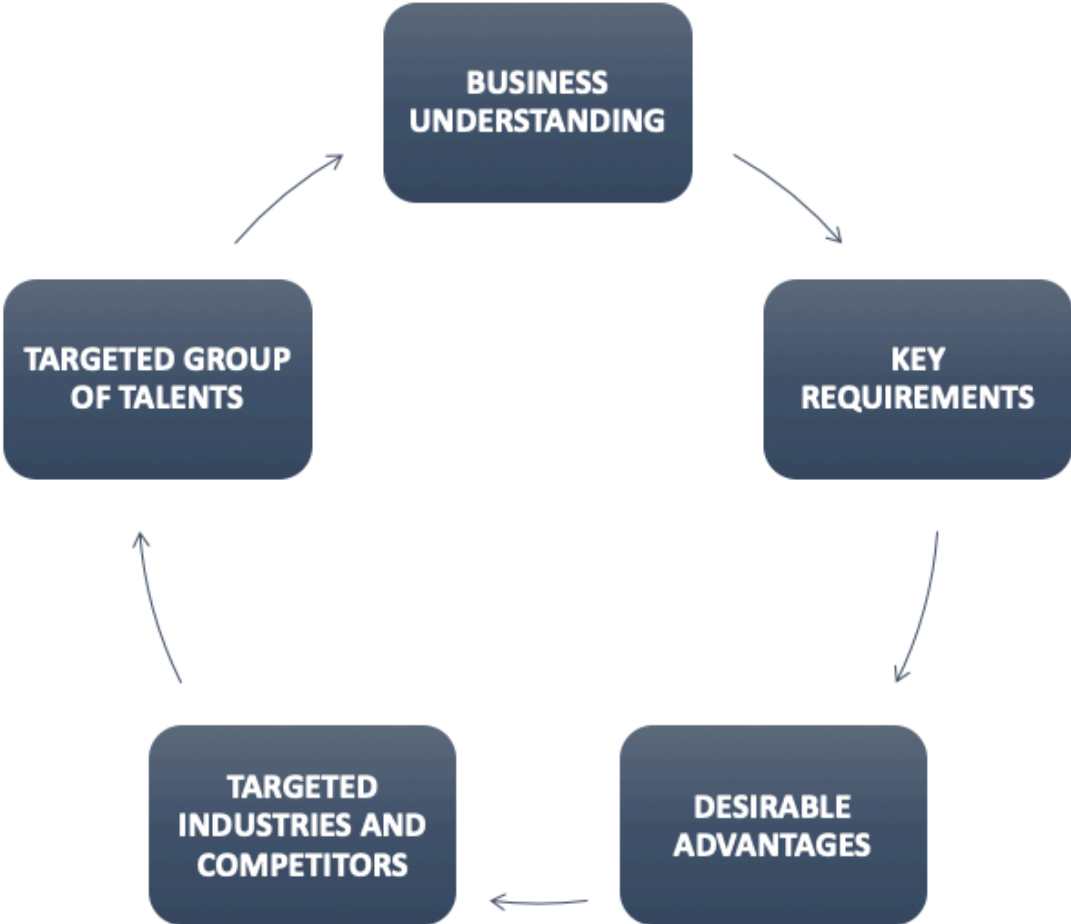
Using the Talent Mapping service saves costs and optimizes the budget compared to other Executive Search Services.

D. Better decision-making:

With our consultant expertise, PeopleWise not only provides the list of potential candidate reports, but also offers consulting with our industry expertise from an external perspective. This helps the company consider both internal and market benchmarks for better decision-making in talent strategy, both in the short and long term.

2. PEOPLEWISE'S APPROACH AND METHODOLOGY

PeopleWise Vietnam will present the talent mapping report for the position, based on the fundamental below



2. PEOPLEWISE'S APPROACH AND METHODOLOGY

Business's Understanding

Services/Products in marketplace
Organization Size and Business Revenue
Core Value and Culture

Job Description of the position

Job Purpose
Requirement: Key required Competencies
Desirable Advantages

Search Ground

Based on our understanding of the business and the above requirements for the high caliber candidates, our searching strategy will target to the industries and the targeted peers in the marketplace.

Targeted group of candidates:

We would target the groups of talents who is holding targeted position, potential for the role.

3. TIMETABLE AGREEMENT

WEEKLY REPORT

We will work closely with the company as ONE team throughout the project AND present a weekly report updating our searching activities

Activities	Details	Week 1	Week 2	Week3	
Kick-off	Approval of Job Description and Competencies required	Get understanding of the company's business overview, organizational structure, revenue, core values, mission and vision.			
		Key required Competencies			
		Other requirements and expectation from hiring managers and upper levels (if any)			
		Project Timeline Agreement			
Talent Mapping	Market Mapping	Talent Mapping the market based on searching method, identify group of targeted candidates and targeted peers in the industry required.			
		Remuneration benchmark			
	First Report	Present the Talent Mapping Report			
Review & Adjustment	Second Report	Based on the review & adjustment, PWV present the second report of the Talent Mapping candidate.			

4. TALENT MAPPING REPORT SAMPLE

Position: Chief Executive Officer

No.	Candidate's Name	Current Company	Current Position	Education Background	Summary of Experience	Years of Experience	Current Package & Expectation	PeopleWise's Assessment
1	Nguyen Van A	ABC Company	CEO	Master of Business Administration; International University, Vietnam	Aug 2020 to present: CEO at ABC Company Mar 2015 to Jul 2020: CFO at SK Group Jan 2010 to Feb 2015: Finance Manager at QRM	15	Current Annual Package: 180.000 USD and 20% Annual Bonus Expectation: 200.000 USD and yearly bonus	<p>Overall: Mr. Nguyen Van A possesses over 15 years of extensive experience in the packaging industry. With a well-rounded profile, he has worked across various functions within organizations. He is committed, responsible, and dedicated to delivering results that align with business objectives.</p> <p>Key Competencies: Inspiring Leadership, People Development ; Strategic Planning</p> <p>Achievements: Successfully exceeded the profit target in 2022 by 10%.</p>
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Note:

The report could be customized based on clients' needs
 The candidate's contacts will be not presented in the report

WHAT WE EXPECT

We list below suggestions that will “speed up” the delivery of report to the company

- Clearly indicate the points or aspects in the search process that should be maintained under confidentiality;
- Provide us with your comments and feedback on the first report of talent mapping as well as any modifications that may occur in the Job Description and Requirements during the project of the search assignment;
- Assist us in providing the necessary information about the business and position, in order to help us do the search effectively.



THANK YOU !

Thank you for our cooperation.

We are looking forward to a successful project and outcome!

Visit us at peoplewise.vn to learn more about our services.



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