

**TALENT SOURCING, ADAPTABILITY, COSTS
CUTTING, RISK MANAGEMENT:
WHAT ARE USER-COMPANIES LOOKING FOR IN TERMS OF
WORKFORCE SOLUTIONS**



CIETT WORLD EMPLOYMENT CONFERENCE

ROME, 28TH MAY 2015

**Christian VASINO
CHRO**



38.000 Employees

21 Factories

~ 1200 Researchers

14 Countries Industrial presence

Commercial Operation in more than 160 countries

Over 6,15 billions € annual sales

3,2 % of annual sales invested in R&D

Our BRAND



Performances



Technology



Fashion



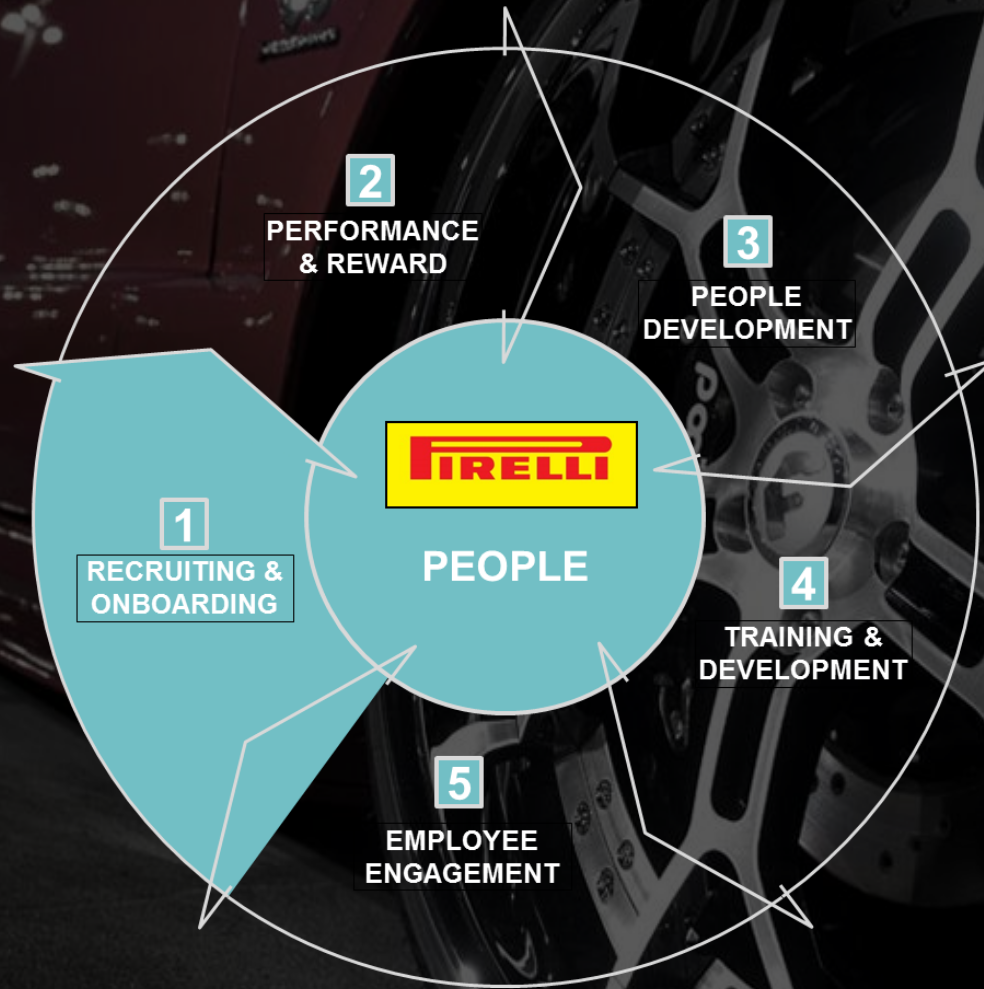
People



POWER IS NOTHING WITHOUT OUR PEOPLE



POWER IS NOTHING WITHOUT OUR **PEOPLE**



Every year.....

-we receive more than **80.000** applications
-we interview more than **15.000** applicants
-we hire more than **750** white collars (**65%** in Russia, China, Latam / **8%** Italy) and more than **3.400** blue collars
-**75%** of white collars new hires are **35** and below
-we engage with more than **80** Universities worldwide
(Mechanical Engineer and Business School)
-we run more than **150** career days and more than **80** Employer branding events
-we engage more than **127.000** followers on LinkedIn

In a world that changes at the **speed** of light...



Social media



Open source - accessibility



Technological innovation



Global mobility – Talent commoditization

The PIRELLI **Hiring Experience**

An new way to engage candidates external candidates

- **Think and Act fast**
- **Drive for result**
- **Innovate**
- **Passion for product**

The **hiring experience** contributes to accelerate the cultural match

It helps us to

- Enhance Pirelli Brand awareness as **employer of choice**
(increase engagement of newly hires, reduction of rejection)
- Increase **quality** of candidate pipeline avoiding relevant cost cutting
(align and calibrate what good hire looks like)
- Engage candidates earlier in their careers and **keep them connected**
to Pirelli when they have not been selected

The PIRELLI Hiring Experience

A full integrated candidate intimacy

SOURCING

- Universities - International
- Technical Communities
- RPO – Integrated Solutions

ENGAGEMENT

- Social Media (Linkedin)
- Career Portal (Grow with us)
- Visit to plants and racing track

ASSESSMENT

- English as common language
- Global provider for psychometric tests
- Standard and engaging content
- Cutting edge Hi-tech interview platform

ON BOARDING

- 2 Years – Plunga/Warming Up/Growing in Pirelli

The PIRELLI Experience

On Boarding

**INTERNSHIP
6 months**



**TEMPORARY
CONTRACT
24 months**



**PERMANENT
CONTRACT**

WARMINGUP @ PIRELLI

The **WarmingUp@Pirelli** is a project dedicated to all new graduates and junior hires.

The aim of the programme is to provide a set of learning and development opportunities in their first three years in the company, allowing them to get to know all the business functions through real experience in factories, tyre production, sales field, research and development and several of the Pirelli functions.

The **WarmingUp@Pirelli** starts from the **Plunga** course, which seals the beginning of the journey, and finally with the “**growing in Pirelli**” international course, which closes the 3 years journey.

The PIRELLI Experience

Orienteering Lab / Growing @ Pirelli

1,5 days

- **International and standardized process** delivered at local level
- Job **orientation** and self **development**
- Use of ability and motivational **tests and interviews**
- Participant's **awareness** about job attitude, preferences and skills
- Informations to the Company about participants' profile



4 days

- **International Session** centrally delivered
- **Top Management** presence as testimonial of success stories
- Experiencing a **strategic decision** making process
- Teams involved in **real projects**
- Strong focus on **Business, People and Change** as key drivers of Pirelli strategy

The PIRELLI Experience

Growing talents is the only way to mitigate business risks

Newcomers Onboarding

Growing @ Pirelli: **73** participants - **12** countries, **2.336h** of training
Warming Up: **170** participants - **11** countries, **17.260h** of training
PLunga: **204** participants - **12** countries, **7.430h** of training

Grow with us



10
cross-
functional
Career paths



100+
vacant
positions
posted



227
available
training
courses

We believe that growing talents is the only way to mitigate the risk of Business disruption
In Pirelli we are talent builder: **95%** of our key position holders have been recruited from inside