Building a solid Talent Management Strategy for Managing Expectations
Diversity = Different expectations

Career  Exposure
Network  Pay rise
Work life Balance  Skills
Recognition  Reward
Development  Promotion
Corporate Values

Diversity: a determining factor for our competitiveness, our ability to adapt and our attractiveness
A talent management strategy ensuring diversity and inclusion, to be adjusted to motivation drivers = expectations
Developing and positioning a strong employer branding

- Solid reputation & Image
- Attractive people and Corporate values
- Differentiation making up TOTAL EP Qatar unique
Setting *Onboarding program* as a strategic process

- Accelerating time to performance
- To accelerate the young employee career competency
- To disseminate TOTAL Qatar values and culture
- To encourage and develop team spirit and cross functionality

Engaging new employees by best in class differentiators, deployed in a structured approach
Developing skill pool of talents: 
the right people at the right place

Human capital planning by People Review
- Competency and performance assessment
- High potential identification and development
- Managers = HR partners and main actors of the staff development

Learning development accelerators: Professionalization path
- Individual development plan
- World-class on the job training and development programs
- Mobility “a must do”: growing by moving geographically or functionally

Integrating and making transparent a career development program
QUESTIONS
TOTAL IN QATAR: upstream to downstream

- **350** employees from **40** countries
- Engaged in sustainable development for **78** years in Qatar