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Tomorrow starts today

One Mars MLEP Townhall

May, 2022

AGENDA

Opening	**5 mins by Ada Fang**
Actions after Survey	**10 mins by Joyce Wan**
Trainee Engagement Committee Set up!	**10 mins by Flora Liu**
Year-end Panel Guidance	**20 mins by Ada & Taylor**
Q&A	**15 mins by all**

MLEP Experience Survey Insight & follow up action in Short Term

MLEP Experience Survey

Belonging Segment	Survey respondents	Existing Trainees	%
MW	26	42	62%
MGS	16	16	100%
PN	7	9	78%
RC （Including Kinship）	12	20	60%
Grand Total	61	**87**	70%

Function	Survey Respondents
Sales	17
P&O	7
Marketing	7
Digital	6
Supply	5
Finance	3
Not to disclose	16
Grand Total	**61**

- **70%** respondence rate, we believe the result can represent MLEP's common situation and needs

- We will continue to run the survey **half yearly**, and communicate with trainees what actions we will take to respond to your needs

MLEP Survey Key Findings - 70% respondence rate

Working

Rotation

Rotations of "New & Unfamiliar" "Lead Team & collaboration" "Problem solving", **developing Learning on the fly, Dealing with ambiguity, Drive for result, Conflict management**

GLM & panel

- In general, Mars has **sufficient GLM** to coach MLEPs (82% high satisfaction)
- The advice brought by panel assessors are **well received and recognized** (77% high satisfaction)

Program Support

- Appreciate the survey to openly hear MLEPs voice
- Feel strong support from organization

Common Needs from MLEPs

Aligned Actions

Rotation & Aspiration

More transparent rotation and matching mechanism, fully consider my aspiration

Continuous Learning

Broader perspective to business, deeper understanding into business, more training in digital & project management

Community Belonging

More trainee bonding and Early Talent program team connection

- More **transparent intro** of assignment
- MLEP rotation **preference collection by function/ function minus 1** level for big functions
- A **specific communication session** for trainee whose aspiration cannot be met

- Cook **full-year learning mechanism** with platform & methodology guidance from Mars U and with TEC
KFLA/Digital bootcamp/Project Management/ career coaching/ Finance & Rewards knowledge training

- **Offline bootcamp** in 2022
- Cross segment by year **Trainee Engagement Committee (TEC)**

Come to Join
TEC
and Create Your
Little Universe!

招募令

Come & Join

Trainee Engagement Committee
(TEC)

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Agenda

Why set up TEC?

How the Committee works?

What's Next? Come & Join!

Bring Benefits to the whole Eco-system

- Better understand young talents, enhance I&D
- Internal Employer Branding

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- Build social bonding
- Gain & share knowledge

- Build Trust & Supporting System
- Boost trainee program momentum

Trainee

Early Talent Program
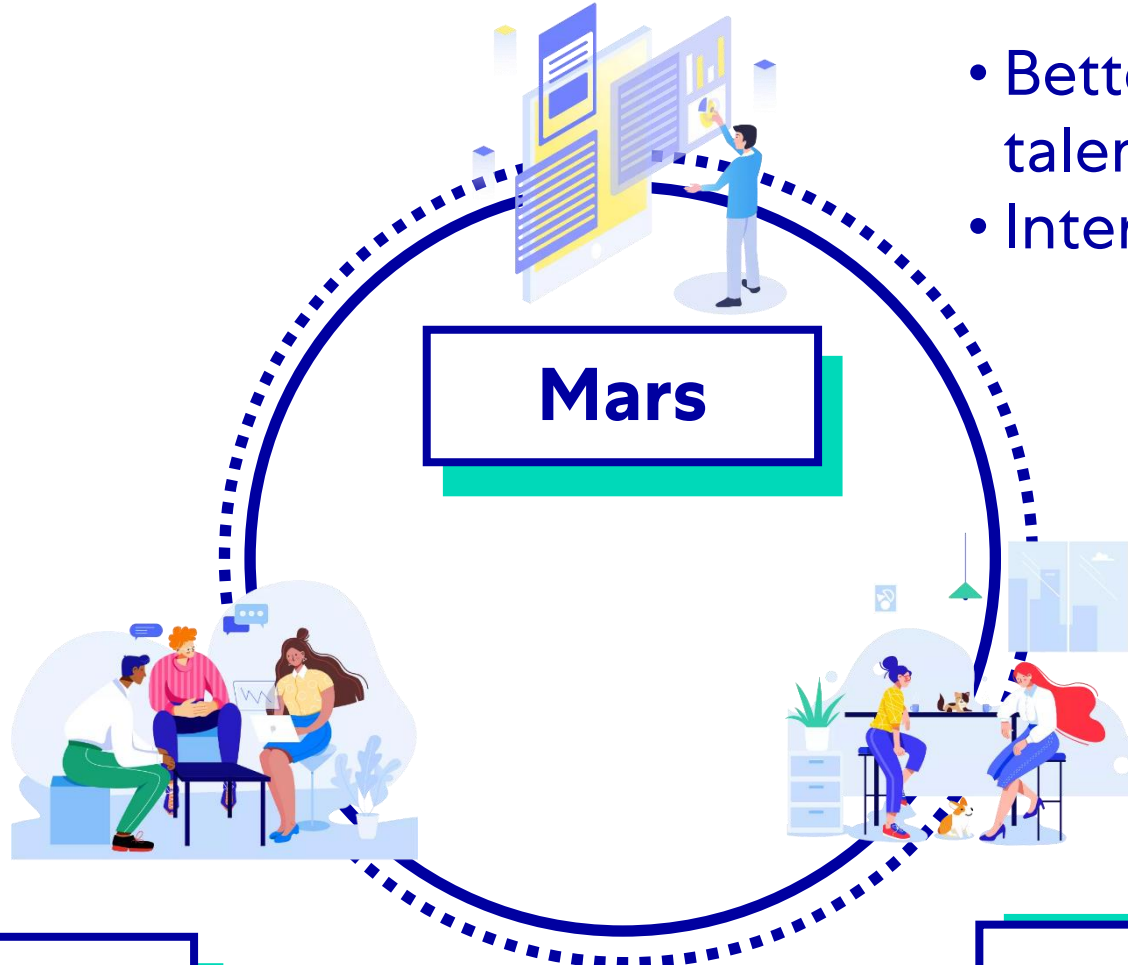
Trainee engagement committee is self-owned by you with all round support

Roles

Ownership

Trainee Self Management

Sponsorship

- Segment Leadership Team
- Segment BP team
- China P&O Leadership Team
- Mars University
- Early Talent Team

Organization (draft)

Trainee Engagement Committee (TEC)

Chairman + 3 Workstreams

Business Leader Forum 商业领袖论坛	Early Talent College 敏捷学习小组	Trainee Cuddle 春泥拥抱会

Election Mechanism
- Election & backup vote
- Frequency decided by trainee

What's Next

May	**June**	**Aug**
Sign up	**Co-design**	**Announce & Go!**

It's TODAY!

Chairmen
Workstream lead
Organizing committee

Build it from scratch!

Learning calendar
TEC Events
F2F Full-day Brainstorm

Make it work & known!

To whole trainee community (current & ex)
Sponsor group

Come to Join TEC and Create Your Little Universe!

招募令

What could you do?

- Leverage and mobilize organizational resource
- Voice out early talent needs and passion

What could you get?

- Sense of achievement to support ET community
- Practice leadership without authority
- High visibility in front of business leader and organization

What we expect from you?

- Voice of each year, I&D
- Accountability & Commitment
- Supported by LM
- Open, Passionate, Innovative

扫描二维码填写问卷
截止日期：5.31日18:00

如有任何疑问请联系 Flora Liu
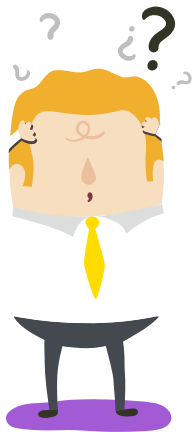(flora.liu@effem.com)

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Year-end Panel Guidance

Year-end Panel Guidance

What

- Another type of trainee development panel.
- Happens at the end of each rotation.
- A stage for trainee to show & prove his/her achievement & development journey in the rotation.
- A platform for Sr. leaders, BPs and his/her LM to assess trainee and to assign the next rotation.

Why

- Great chance for trainees to be observed & get formal feedback.
- Support trainee's development by providing advices to their KRA & IDP setting for the next rotation as well as directional suggestions on their career development.
- Annual pay increase

IDEASSTORM

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What we want to say...

1. **Transparent** assignment introduction will be provided
2. **Assignment matching** depends on 3 **criteria**: business needs, panel result, individual preference
3. To improve efficiency and reduce business leaders' effort, pls make full use of **function roadshow to connect with business leaders** instead of in person
4. **Ground rules during preference collection**: to cultivate broader perspective, we encourage you to be more open

	Rotation	Landing
Apply for **MW positions**	• Each of you need to submit **3 preferred different functions from below 10 functions** • The 3 preferences shall be **different from the function(s) of your former assignment(s)** (MKT-Regional MKT, MKT-Content/HI, Sales-Field/NCD, Sales-HQ, Digital, Finance, P&O, CA, Commercial, Supply)	Each of you need to submit at least **2 preferred positions**
Apply for **non-MW positions**	Each of you need to submit **3 preferred positions**	Each of you need to submit at least **2 preferred positions**

MLEP Year-end Panel Timeline

Legend: **LT/BP** (dark blue) · **LM** (pink) · **MLEP** (green)

P5	Monday	Tuesday	Wensday	Thursday	Friday
W3	9-May	10-May	11-May	12-May	13-May
	Position Collection DDL	LM Pulse Check(PDP rating) Kick off	MLEP Townhall		MLEP career aspiration submission kick off
W4	16-May	17-May	18-May	19-May	20-May
	Function Roadshow				

P6	Monday	Tuesday	Wensday	Thursday	Friday
W1	23-May	24-May	25-May	26-May	27-May
	Function Roadshow		LM Pulse Check Ends	Function Roadshow	
W2	30-May	31-May	1-Jun	2-Jun	3-Jun（端午节）
	Function Roadshow		Company Day	MLEP career aspiration submission gate closed	端午节

P7	Monday	Tuesday	Wensday	Thursday	Friday
W1	20-Jun	21-Jun	22-Jun	23-Jun	24-Jun
	Year 3 MLEP Year-end Panel				
W2	27-Jun	28-Jun	29-Jun	30-Jun	1-Jul
	Contract Renewal & OC				2022 MLEP Onboard
W3	4-Jul	5-Jul	6-Jul	7-Jul	8-Jul
	Year 1&2 MLEP Year-end Panel				
W4	11-Jul	12-Jul	13-Jul	14-Jul	15-Jul
	After-panel actions				

P8	Monday	Tuesday	Wensday	Thursday	Friday
W1	18-Jul	19-Jul	20-Jul	21-Jul	22-Jul
	2022 Offline Trainee Boot Camp				

New rotation effective as Aug.1st

MLEP Year-end Panel Day

P7W1					
Landing-Y2019	MW	RC	MGS	PN	MVH
Panel Day	20-Jun	21-Jun	23-Jun	TBD	TBD

P7W3							
Rotation-Y2020&Y2021	RC	MGS	MW	MW	PN	KIND	Kinship
Panel Day	1-Jul	4-Jul	6-Jul	8-Jul	TBD	TBD	TBD

New rotation effective as Aug.1st

We'll keep using Legacy MLC as competency model in this year-end panel, and KFLA in next mid-term review

MLEP Track Progress & Competency: Legacy → KFLA

Rotation Start in Aug

Mid-term Review in Jan/Feb

Year-end Panel in Jun/Jul

Besides, + 5 Principles in Action in each rotation.

1st Year
- Business acumen → Business insight
- Drive for result → Drive results
- Planning → Plans and aligns
- Personal learning → Situational adaptability
- Conflict management → Manage Conflicts
- Learning agility

2nd Year
- Business acumen → Business insight
- Dealing with ambiguity → Manages ambiguity
- Perspective → Global Perspective
- Motivating others → Drives engagement
- Conflict management → Manages conflict
- Learning agility

3rd Year
- Business acumen → Business insight
- Dealing with ambiguity → Manages ambiguity
- Perspective → Global Perspective
- Learning on the fly → Nimble learning
- Directing others → Direct work
- Build an effective team → Builds effective teams
- Learning agility

MARS Global Services People & Organization

New rotation effective as Aug.1st

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Panel Process

Year1 2021 MLEP

10min	Line Manager Summary	Achievements, Strength, Opportunities
15min	Development Presentation	Achievements, learnings, career aspiration
30min	Interview and Career Conversation	
15min	Calibration	Strength, Opportunity, Scoring, Next Assignment
Total **70 min**		

Year2 2020 MLEP

Year3 2019 MLEP

10min	Line Manager Summary	Achievements, Strength, Opportunities
10min	Case Presentation	
10min	Case Q&A	
15min	Development Presentation	Achievements, learnings, career aspiration
30min	Interview and Career Conversation	
15min	Calibration	Strength, Opportunity, Scoring, Next Assignment
Total **90 min**	(*another 90 min in case preparation)	

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Rule for Year 1 & Year 2: "Grow or Go"

2020 /2021 MLEP

(6 Competencies)

For This Panel Result:
- \>=4 Green and no Red, Overall Green;
- \>=3 Yellow and no Red, Overall Yellow or Red (decided by panelists);
- 4 Green, 1 Yellow and 1 Red, Overall Yellow or Red (decided by panelists);
- \>=2 Red, Overall Red;
- 3 Green, 2 Yellow and 1 Red, Overall Red.

For Next Step:
- Overall Red, out of program immediately
- Overall Yellow, and last panel result was Yellow, out of program immediately
- Otherwise, can stay in the program and rotate to next position

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Rule for Year 3: "Landing or Go"

2019 MLEP

(7 Competencies)

For This Panel Result:
- ➤ >=5 Green and no Red, Overall Green;
- ➤ >=3 Yellow and no Red, Overall Yellow or Red (decided by panelists);
- ➤ 5 Green, 1 Yellow and 1 Red, Overall Yellow or Red (decided by panelists);
- ➤ >=2 Red, Overall Red;
- ➤ 4 Green, 2 Yellow and 1 Red, Overall Red

For Next Step:
- ➤ Over all Green, that means "Ready Now"(MLEP will promote to T2/B5 position immediately)
- ➤ Overall Red, out of program immediately
- ➤ Overall Yellow, if last panel results was Yellow, out of program immediately
- ➤ Over all Yellow, if last panel results was Green, that means "Ready Later"(MLEP will participant the T2/B5 promotion panel in 1 year later, the panel will be arranged by BP)

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Panel Preparation

Please make sure to send 2 soft copies to <u>flora.liu@effem.com</u> 3 working days before your review day.

1. **Personal file in pdf version, named "<u>Join Year – Contract Segment - EN Name – Personal Intro</u>",**

e.g. [2018 MW Taylor Liu – Personal Intro]

<u>Combine below documents into one PDF in following order:</u>

a) One-page MLEP information collection (template will be provided)

One-page MLEP
mation Collection

b) KRA/IDP with self-assessment

c) Feedback on your strength and opportunities from peers/stakeholders/LM+/clients

d) Last panel feedback form

2. **Presentation deck for this panel in pdf version, named "<u>Join Year – Contract Segment - EN name - Presentation</u>", e.g. [2018 MW Taylor Liu - Presentation]**

3. **Please book your LM's time in advance and make sure he/she is available for 10 mins' LM summary session.**

MyP&O

Thank you!

MyP&O Talent Acquisition