



wintershall dea

STRATEGIC WORKFORCE PLANNING AT WINTERSHALL DEA

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SVP HUMAN RESOURCES
MARCH 2021

STRATEGIC WORKFORCE PLANNING - A HOLISTIC APPROACH

OUR STRATEGIC WORKFORCE PLANNING FOCUSES ON TWO ASPECTS



Quantitative planning: Where do we need to shrink, where do we need to build up FTE's by how many?



Qualitative planning:
Do our competency profiles match with current and future requirements? How can we close the gaps?

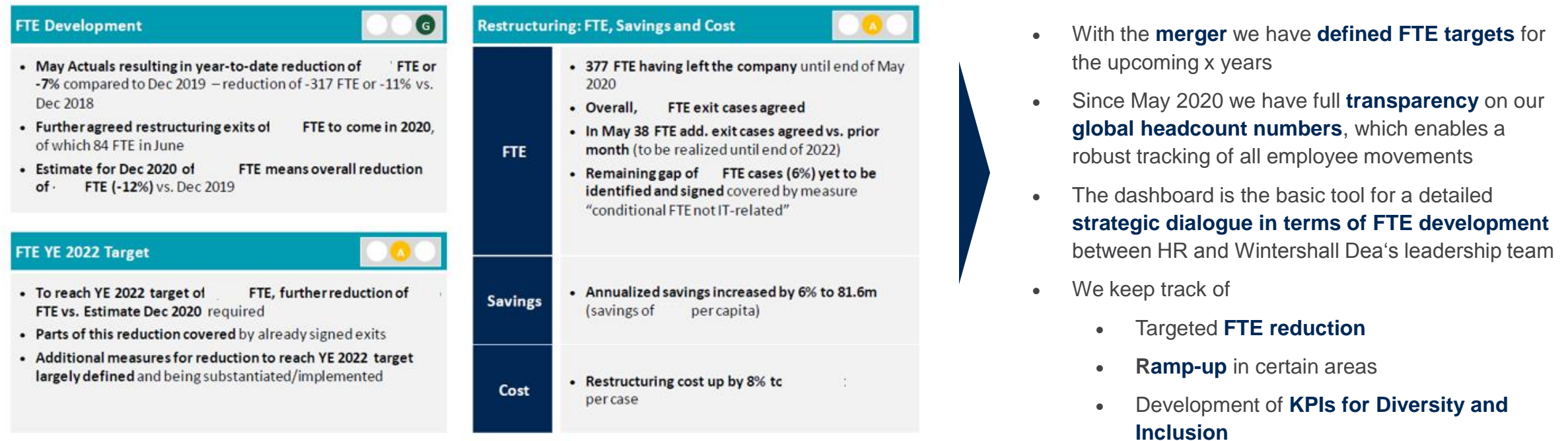


STRATEGIC WORKFORCE PLANNING - QUANTITATIVE PLANNING

HR DASHBOARD CREATES TRANSPARENCY & ALLOWS

HR REACHING FOR TOMORROW

EXECUTIVE SUMMARY – MAY 2020



CAPABILITY MANAGEMENT STEERS STAFFING AND QUALIFICATION

