

Competencies instead of position?

Careers in agile organizations

Our vision

**Together.
Inspiring.
For your future.**

Our figures

571

employees

More than

600,000

online accounts

504

million euros
equity capital

8

times in a row rewarded for
excellent customer service

Around

2

billion euros
customer deposits

71

million euros
net income

Over

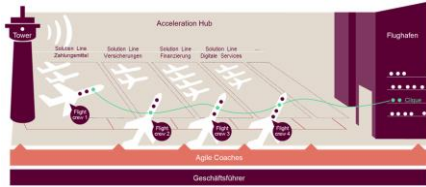
50

years of
experience on
the market

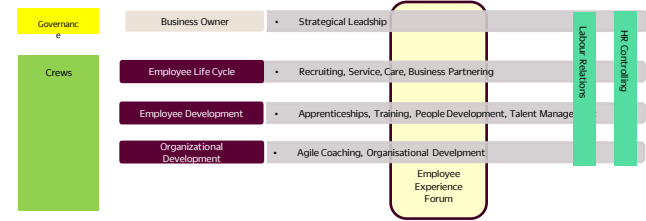
Status as of December 31 2021

Current Agile Organization

Digital Factory

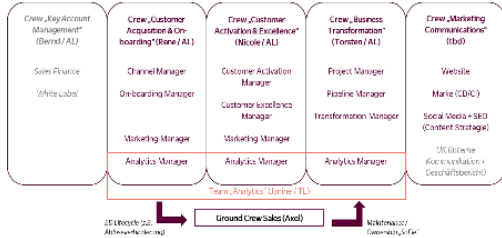


People & Organization

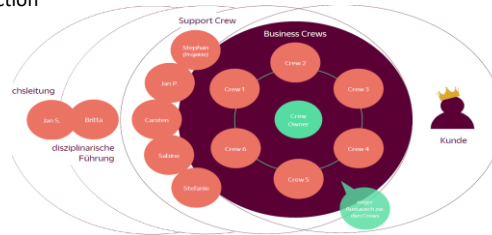


Marketing

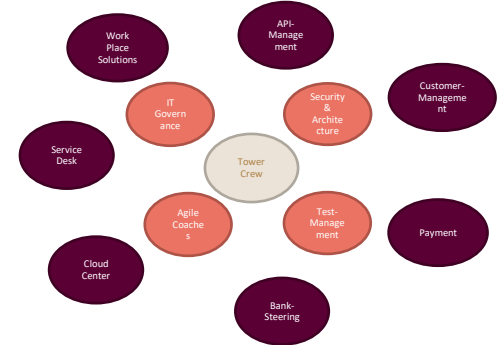
Flughafen-Terminal „P&F“ – Organisatorischer Aufbau



Collection



IT



Careers in an Agile Organization



Requests of People

Orientation

Prospect

Personal
Development

Recognition

Acknowledgement

Agile HR Manifesto – Principles Behind

Support people to engage, grow,
and be happy in their workplace.

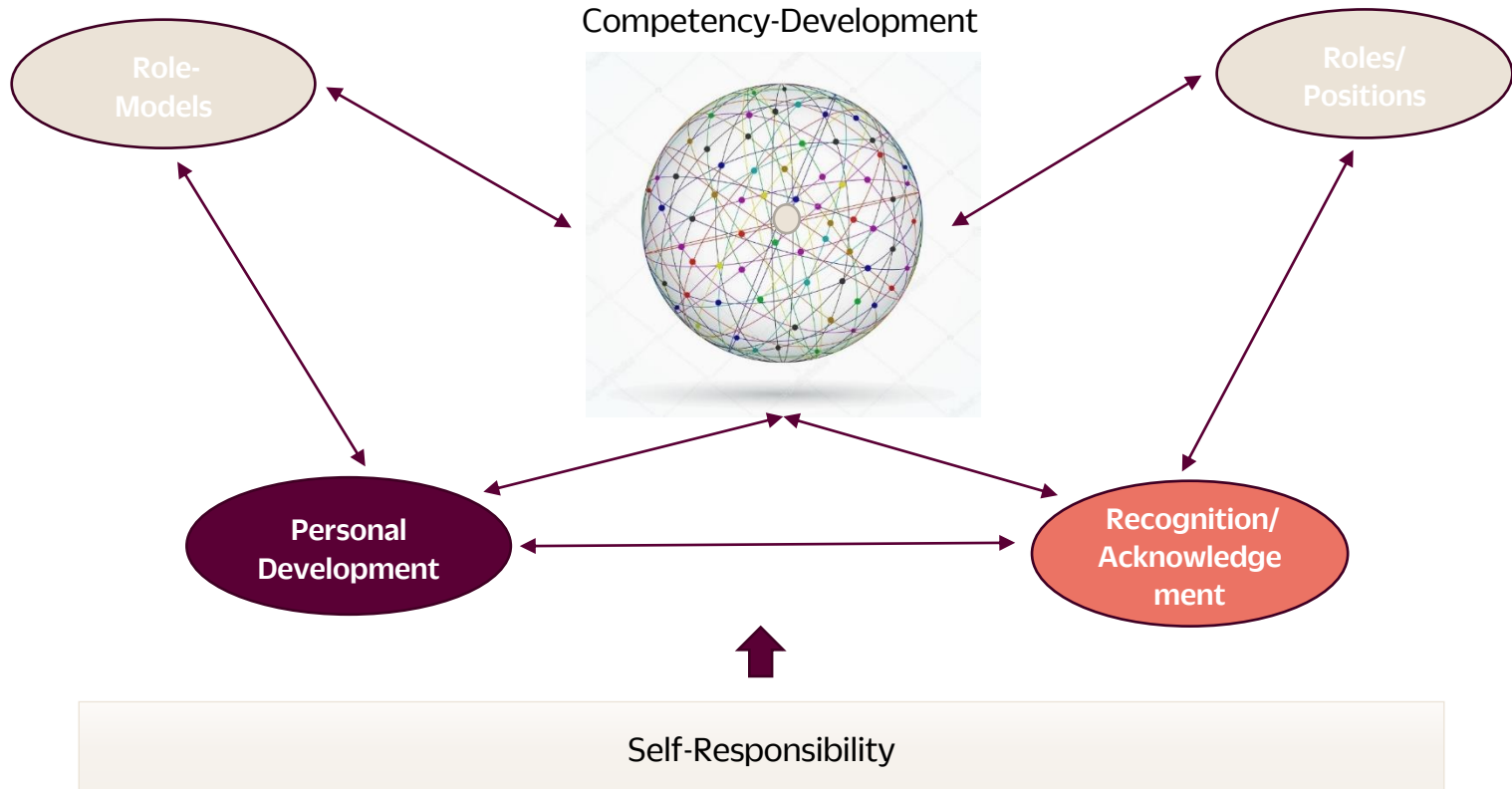
Encourage people to welcome change
and adapt when needed.

Help to build and support networks of empowered,
self-organising and collaborative teams.

Nourish and support the people's and team's motivation
and capabilities, help them build the environment they
need,
and trust them to get the job done.

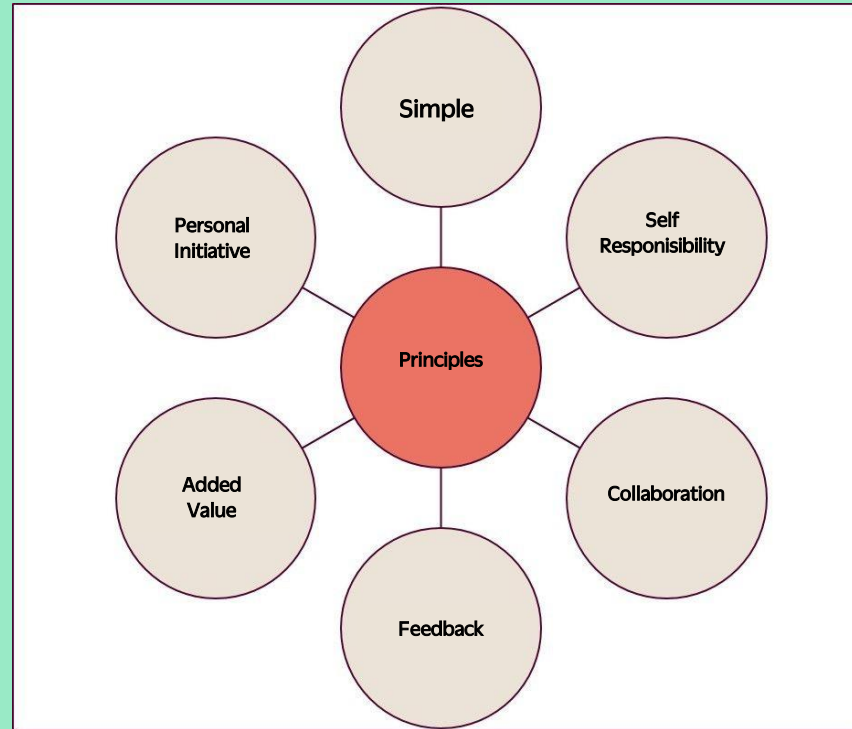
Facilitate and nurture personal growth,
to harness employee's different strengths and talents.

First Idea- From Positions to Competencies

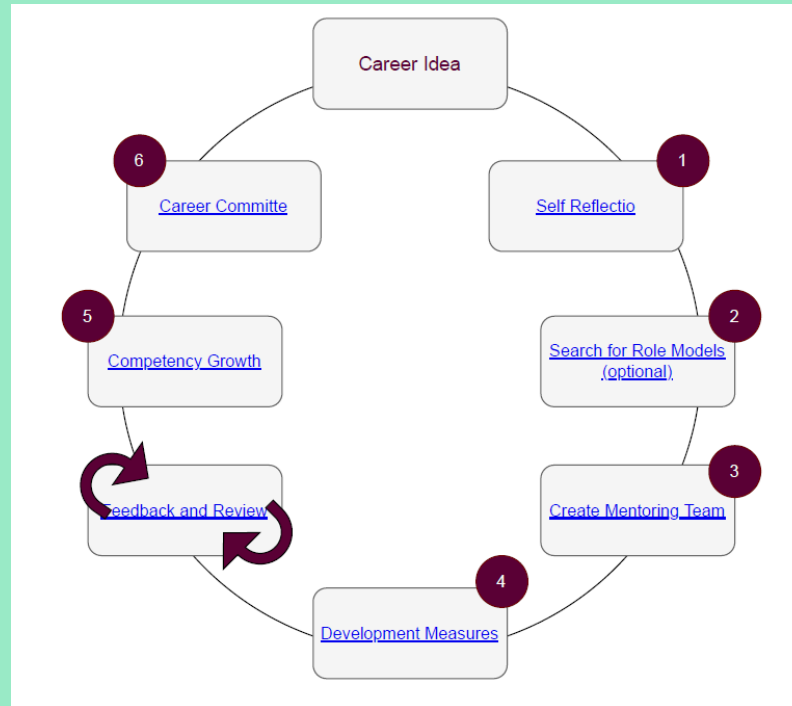


Current Model - From Positions to Competencies

Principles



Current Model - From Positions to Competencies



Current Model - From Positions to Competencies

Means

- Self-organized by people themselves,
- Tool box for every step in Confluence, but
- Accompanied and supported by internal Development Coaches
- Central mean -> Career Canvas

Career Canvas

Karriere Canvas				
Mein beruflicher Werdegang/ wichtige Ausbildungen/ Qualifikation	Meine Soft Skills und Stärken	Meine aktuelle Rolle und Tätigkeit	Meine Projekte <small>Mein Beitrag zu dem Projekt</small>	Meine Ideen für meine zukünftige Entwicklung <small>Was will ich lernen?</small>
	Meine Erfolge und Highlights	Nachhaltige Performance (von der FK auszufüllen)	<small>Meine Learnings aus dem Projekt</small>	
Meine Motivatoren - das treibt mich an				

Current Model - From Positions to Competencies

First Results

- **First pilot started in 2021**
 - **High acceptance by people**
 - **High transparency and focus**
- **Recognition by Management Committee**
- **Projection for prospect clearly focussed**
- **Increasing participants**

Thank you!