

Nordea

Executive Talent Acquisition at Nordea

Integrating Talent Acquisition and Talent Management



The background of the slide is a scenic landscape featuring a calm body of water in the foreground, likely a fjord, with dark, forested mountains on either side. In the distance, a large, snow-capped mountain peak rises against a pale, overcast sky. The overall tone is serene and natural.

From pilot to trusted executive partners

- Established 2014
- Deployment of internal talent, increased in-house market knowledge and executive search capacity
- Executive level and key specialists
- Partnership model with
 - *Internal stakeholders*
 - *External search partners*
 - *Talents*
- Close collaboration with other talent attraction and talent development functions at Nordea

A person is walking across a grassy field, carrying a large, black, wing-like object. The background features a body of water, mountains, and a clear sky. The scene is captured in a wide-angle shot, emphasizing the scale of the wing and the natural setting.

Actively engaging with external and internal talent

- Internal talent is always considered before going external
- The team is engaged in relationship building with key internal talent relevant for segment
- Part of Talent Board and our Executive Talent Review Process
 - Building executive pipelines and support deployment
- Mapping and relationship building with external talent
- LinkedIn is a key source to identify external candidates
- Search experience tailored to segment



We are constantly developing and adapting to support the business

Vendor Management

Firming up partner approach to external search agencies focusing on cost, services and integration of cultural transformational elements

Process Excellence

Mapping processes ensuring consistent approach and high quality towards customers

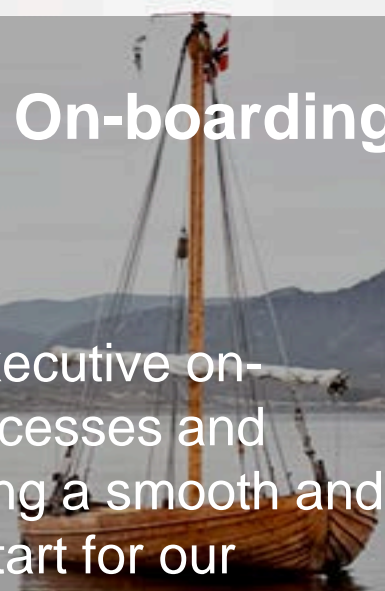


Cultural Assessment

Integrating new values and leadership competences in our candidate assessment/experience - both in how we represent Nordea and how we evaluate

Executive On-boarding

Review of executive on-boarding processes and setup ensuring a smooth and welcoming start for our executives





Key learnings..



Be clear on scope and segments

Consider approach to external collaboration

Transition from working external to working internal

Appreciate your benchmark

Maintain market knowledge

Keep focus on core deliverables

Key questions to ask

- What could be the benefits for you investing in in-house search capabilities?
- Do you have the capabilities to conduct executive search in-house?
- Are you fully utilising the value of your external partnerships?
- Have you integrated your talent acquisition into your talent management processes and what could be the benefits?

