



# TALENT DEVELOPMENT IN DONG ENERGY

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A woman with long brown hair, wearing an orange sports top and black shorts, is climbing a grey rock wall. She is reaching up with her right hand to grasp a red hold. The wall is covered with various colored holds, including red, orange, purple, and black. The background is a dark, textured wall.

# Talent Management in Business

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## High Potentials are very valuable



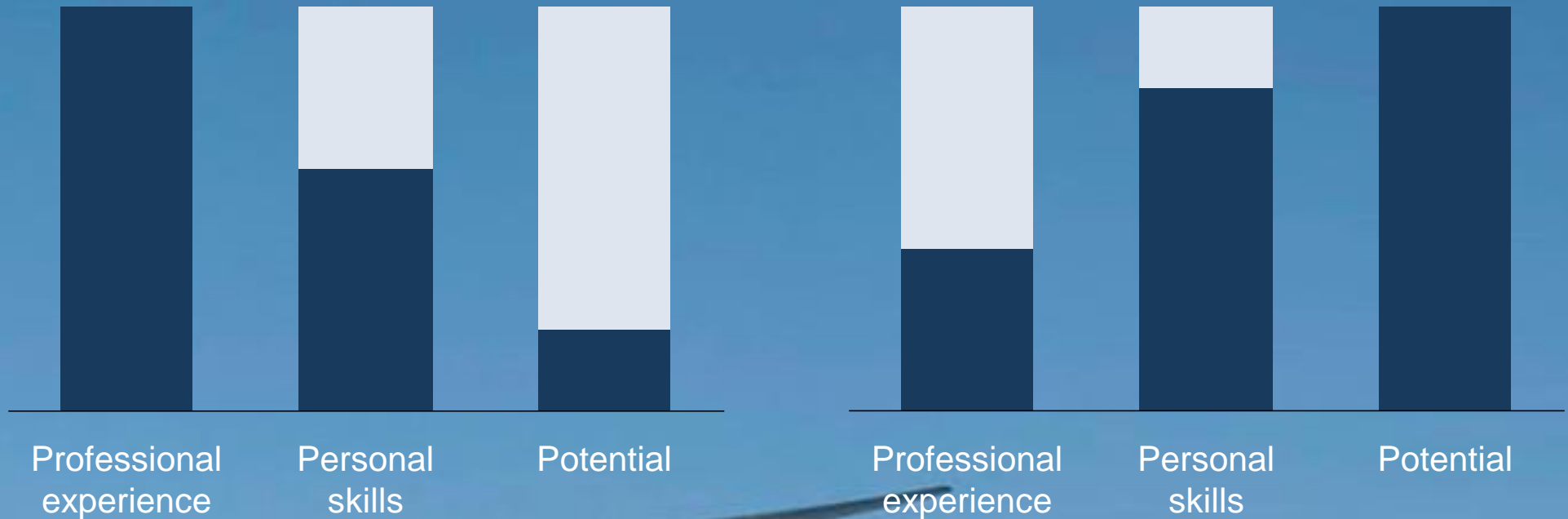
# Who would you hire?

## Candidate A

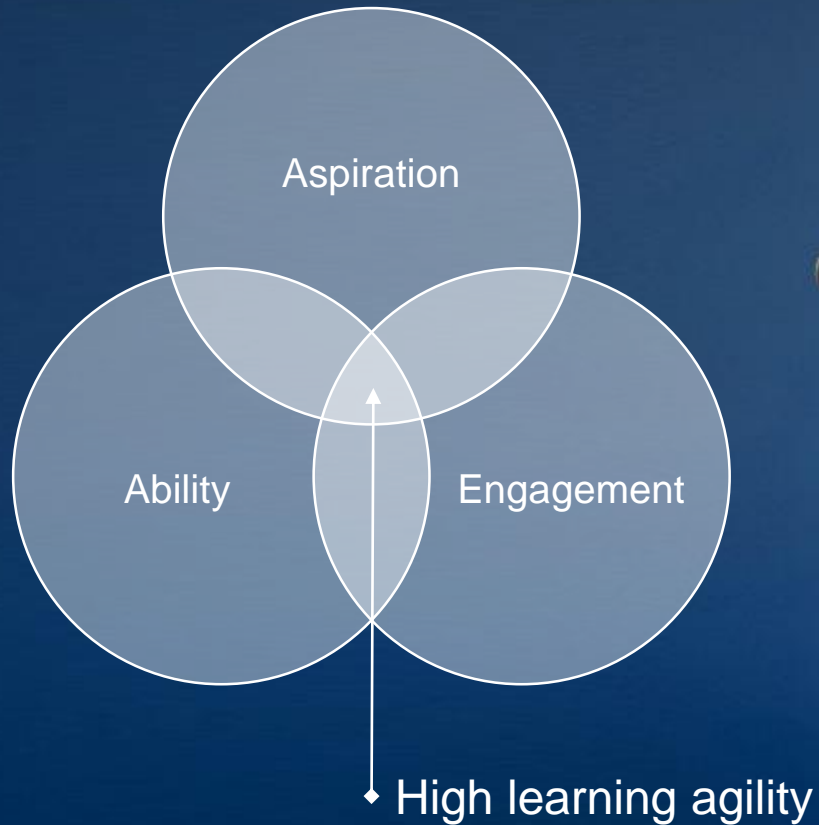
Match to job expectations

## Candidate B

Match to job expectations



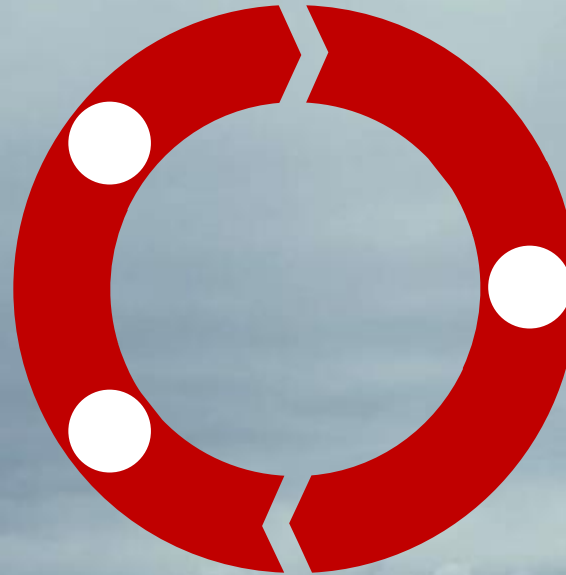
# High Potentials differentiates themselves by their desire to grow



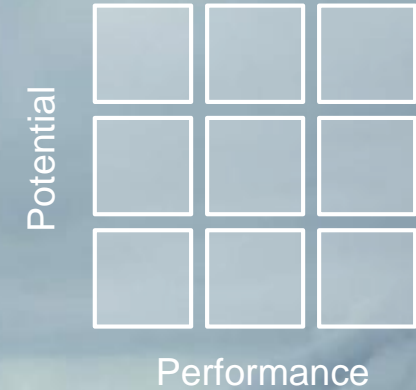
# Talent Management in DONG Energy

# Solid talent structure

DEPLOYMENT



IDENTIFICATION



DEVELOPMENT

Leaders
Project managers
Specialists

Early Career

Columbus Talent Programme
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Mid-level

Apollo Talent Programme
Artemis Talent Programme

Senior Leadership

Galaxy Talent Programme
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## A talent culture



**Learn every day**

**DONG Energy's  
learning principles**

**We learn while working**

**We learn with others**

**We manage our learning**

**We learn with support from our manager**

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# Building a talent mindset

Development  
Relations  
Opportunities



A balanced  
career

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The room to be different



# HENRIK POULSEN

CEO OF DONG ENERGY A/S

## 1. DEVELOP UNDER PRESSURE

MAKE SURE YOU ARE PUT UNDER A FAIR AMOUNT OF PRESSURE EARLY ON IN YOUR CAREER. DIAMONDS DEVELOP UNDER PRESSURE. SO DOES TALENT.



## 2. FOLLOW YOUR OWN PATH

DON'T ALWAYS DO THE OBVIOUS THING. DON'T ALWAYS LISTEN TO THE EXPERIENCED VOICE OF REASON. NON-LINEAR MOVES MAY LEAD TO UNEXPECTED OPPORTUNITIES.



## 3. GET STUFF DONE

ACCEPT THAT YOU NEED TO DO THE HARD GROUNDWORK TO GROW AND ADVANCE. THERE IS NO REAL SUBSTITUTE FOR HARD WORK AND SOLVING THE TASK AT HAND EVERY DAY.



## 4. FOLLOW YOUR MORAL COMPASS

MAKE IT A NON-NEGOTIABLE PRINCIPLE TO PLAY BY THE RULES. COMPROMISING YOUR INTEGRITY IS SOMETHING YOU SHOULD NEVER DO.



## 5. STAY HUMBLE AND FAIR

YOU CAN BE DECISIVE, STRONG-WILLED AND TOUGH AS MUCH AS YOU NEED, BUT YOU SHOULD NEVER BECOME ARROGANT.



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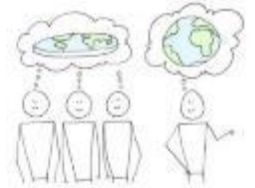
# GRADUATION SPEECH

COPENHAGEN BUSINESS SCHOOL



## 6. BE AN ORIGINAL THINKER

FORM YOUR OWN VIEWS AND BE READY TO OFFER THEM UP. DON'T JUST WAIT FOR OTHER PEOPLE TO TELL YOU WHAT TO DO.



## 7. MANAGE YOUR FEARS

DON'T WORRY EXCESSIVELY ABOUT ALL THE THINGS THAT CAN GO WRONG. MOST OF THE TIME THEY DON'T AND YOU WILL DO ABSOLUTELY FINE. IT'S HUMAN TO FAIL AND PART OF GETTING SMARTER AND MORE EXPERIENCED.



## 8. FIND A PURPOSE

GO FOR A JOB WITH A PURPOSE. SOMETHING THAT MAKES SENSE TO YOU AND MAKES YOU PROUD. SOMETHING THAT IGNITES YOUR PASSION.



## 9. TACKLE ADVERSITY

LIFE IS HARD, AND IT'S OKAY. BE READY TO CONFRONT ADVERSITY AND LEARN FROM IT. DO NOT BUILD AN EXPECTATION OR AMBITION FOR LIFE TO BE A ROSE GARDEN.



## 10. LOVE IS ALL YOU NEED

AT THE END OF THE DAY, THE ONLY THING THAT CAN GIVE YOU A TRUE SENSE OF INNER FULFILMENT AND BELONGING IS LOVE. DON'T BELONGE SO CONSUMED BY YOUR PURSUIT OF SUCCESS THAT YOU FAIL TO MAINTAIN LOVING RELATIONSHIPS WITH THE PEOPLE WHO REALLY MATTER TO YOU.



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