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Hidden Competencies - how to find a perfect employee?

**Sari Suono
Executive Vice President
HKScan Group**

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Net sales 2013: EUR 2 479 million



How to recruit "perfect" people?!

What to look for in your Future Employee?

1. Positive energy
2. Ability to energize others
3. The edge, the courage to make tough yes-or-no decisions
4. Execute – the ability to get the job done
5. Skills and competence
 - ✓ "Visible" skills (CV, other)
 - ✓ Hidden competencies –curiosity! Being global, thinking globally.
6. Attitude
7. And – Passion – heartfelt, deep and authentic excitement about the work!

Why would they want us?!

What to look for in your Future Employer?

1. Growth opportunities
 - ✓ Company – curiosity makes companies grow
 - ✓ Personal – career paths, personal development
2. Three E's
 - ✓ Ethics
 - ✓ Engagement
 - ✓ Excellence
3. Compensation & benefits
4. Organizational culture & Values
 - ✓ Possibility to question – curiosity to challenge & improve
 - ✓ Company as an enabler
 - ✓ Values – do they feel as your own values?

Surprisingly, it is not the strongest species that survive, neither the most intelligent,
- however the ones that fastest adopt new knowledge and adjust to change.

by Charles Darwin (1809-1882)

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