

# CDF 2022 MA Program

# 2022 MA Program

### **Program Design**

**GOAL** 

HOW

### **Become Employer of Choice**

Develop innovative recruitment strategies which attract, select, and employ high caliber talent Design holistic development roadmaps that accelerates people's learning curve and growth

Create a best workplace environment to retain and facilitate individual career development

#### **Core Elements**



Rotation Mechanism | Performance Evaluation | Mentoring Support



Diversified Working Culture



Sr. Leaders Engagement



Fast track Career Development



### **2022 MA Program**

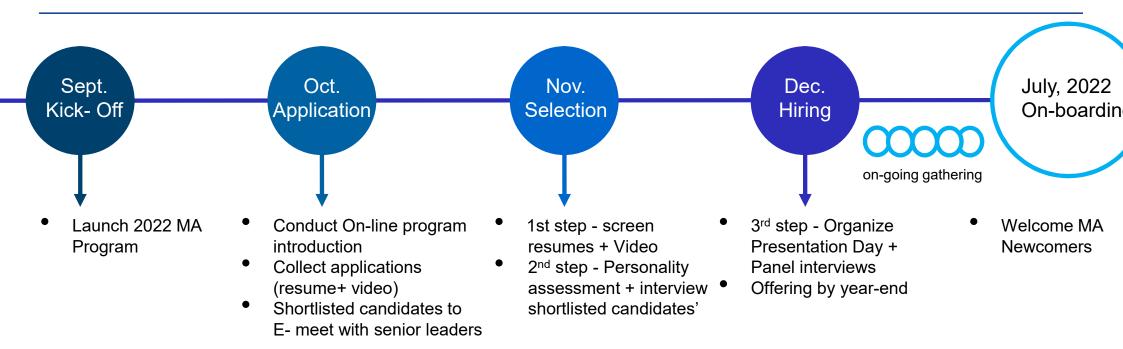
Leading
Excellence to
Accelerate
Development

- Objectives: Recruit and develop young talents for leadership pipeline
- **Eligibility**: i) Current interns, ii) Internal employees or external candidates with less than 2 years of work experience, iii) 2022 BA/Mater's degree or above
- Program Roll Out: July 1, 2021
- Program Length: Projected 18 month program starting from July 1, 2022
- Criteria: ABCDE talent (ambitious, bright, creative, diligent, excellence) embraces our company's value
- Salary Range: Industry leading competitiveness

### **Program Aspects**

#### **ONE** personalized **TWO FOUR THREE FIVE** development plan week Induction **E-Development Values Rotations** Tailor-made Sharpen learning curve Embrace Company Grow your professional Gain an overview of the CDF group, through the 3E's skills & abilities via 5 development plan that Values: amplifies your such as operating Education: various Customer centric, rotations within one strengths to achieve models, Mission, professional skills Trustworthy, entity and 1 special Vison and Values outstanding results Entrepreneurial assignment in another training etc. Experience: projects, Collaborative subsidiary or CDF and business cases (rotation: 2-3 months) Exposure: mentoring & networking

### **Talent Acquisition**







. Submit Resume + Video



2. Qualifications Screening



3. Interview with /



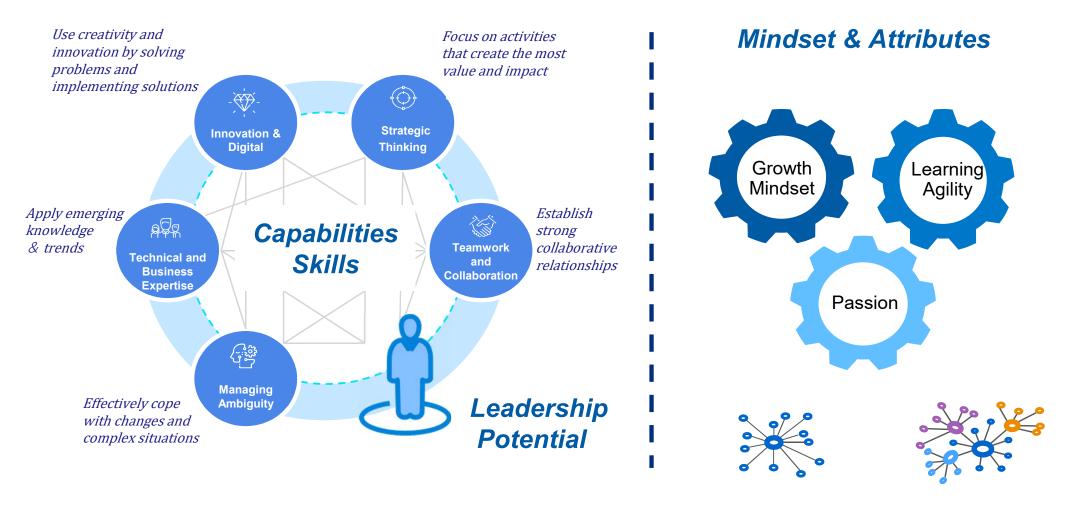
Presentation
 + Panel interview



5. Hiring



### **Candidate Profile**



ABCDE talent (ambitious, bright, creative, diligent, excellence) embraces our company's value



### **Learning & Development**

#### "Leading Excellence to Accelerate Development" JOURNEY

#### **Education**

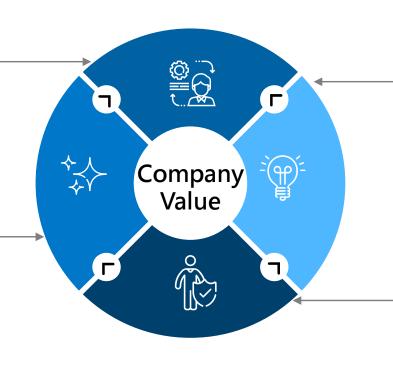
Understand company and build professional knowledge / skills

Focus on **Purpose** & **Mastery**New-Hire training
Technical, professional, soft-skills,
certification, inner leadership

#### **Exposure**

Network with a diverse range of people and build meaningful connections

Focus on **Mentoring**Interact with leaders and learn from observing, engaging and sharing of ideas/best practices



#### Experience

Participate in company projects and on the job learning to develop expertise

#### Focus on Rotations

Take on 4 job rotations and 2 company projects or business cases, as well as successfully passing appraisals

### Personalized Development

Strength-based development to facilitate career progression

Focus on Career Consultation
Division Leaders act as career sponsors
HRBP and MA Program Manager are career
coach



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# https://www.cdfholding.com/zhtw/career/ma