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How to Recruit and Select The Most Suitable Employee Using Talents Mapping Technology

JAMES GWEE SEMINAR POWER SERIES

11 November 2010 | 0900 - 1300 WIB | Hotel Novotel Mangga Dua, Jakarta

EXCLUSIVE PREVIEW OF JAMES GWEE'S POWER SEMINAR SERIES 2011

James Gwee T.H., MBA
Indonesia's Favorite Seminar Speaker and Trainer

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*If it feels like
HARD WORK, then
you are already doing
the **WRONG** thing !*

Roger Hamilton



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EVERY CREATION HAS A PURPOSE

How can you tell the purpose of something ?


By looking at its design and features



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WHAT'S THEIR UNIQUE FEATURE ?



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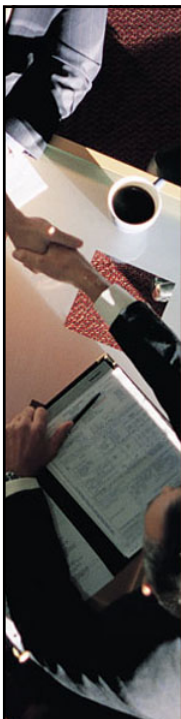
HUMAN BEINGS

- Cannot be seen from the colour of their skin
- Cannot be seen from their appearance
- Cannot be seen from their religion
- Cannot be seen from their body height
- Cannot be seen from their gender



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UNIQUE FEATURE

- Every human being possesses unique features according to what he was “created” to do
- 1 :10.000.000.000 (until the end of time)
- Each individual is a **VERY SPECIAL LIMITED EDITION**
- What is the Uniqueness ?

PERSONALITY



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HUMAN BEINGS' UNIQUE FEATURES

- **“FEATURES”** are related to **BENEFITS**
- **“UNIQUENESS”** are related to **PERSONALITY**
- **“UNIQUE FEATURES”** are thus **BENEFICIAL/PRODUCTIVE PERSONALITIES**

TALENT



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“TALENT ” or POTENTIAL STRENGTH

3 E

ENJOY


EASY

EARN



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STRENGTH

4 E

ENJOY

EASY

EXCELLENT

EARN



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COMPETENCY

3 E

EASY

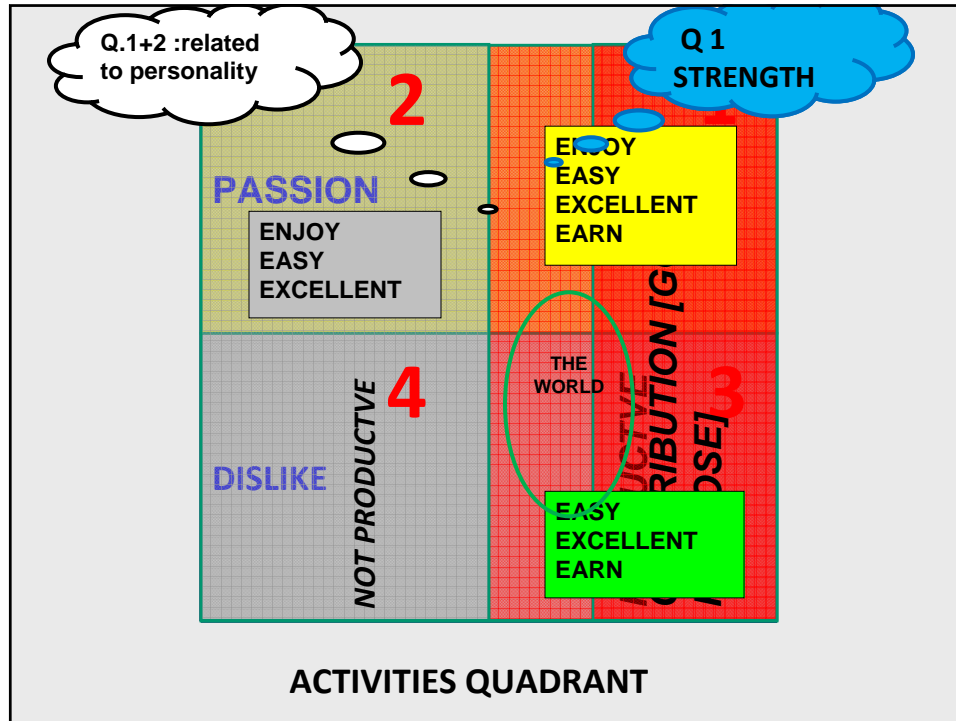
EXCELLENT

EARN



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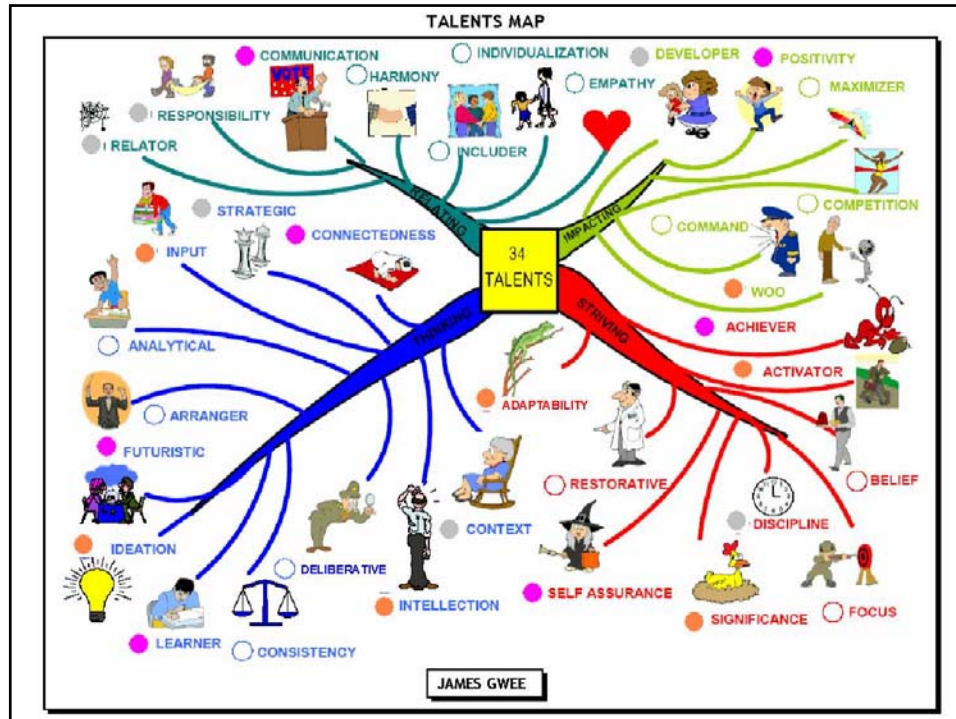


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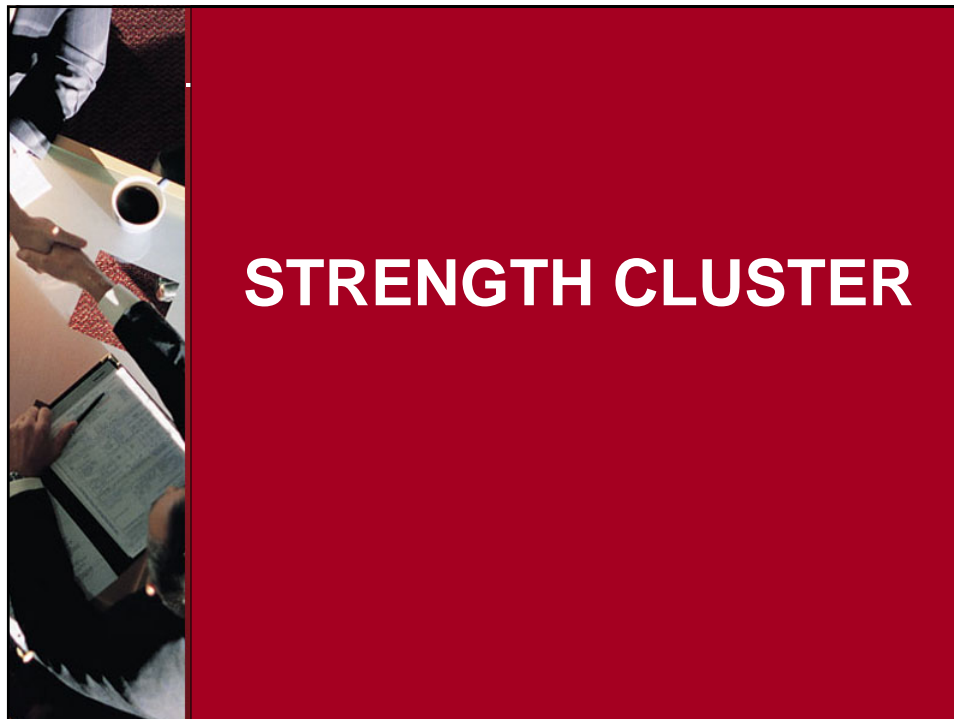


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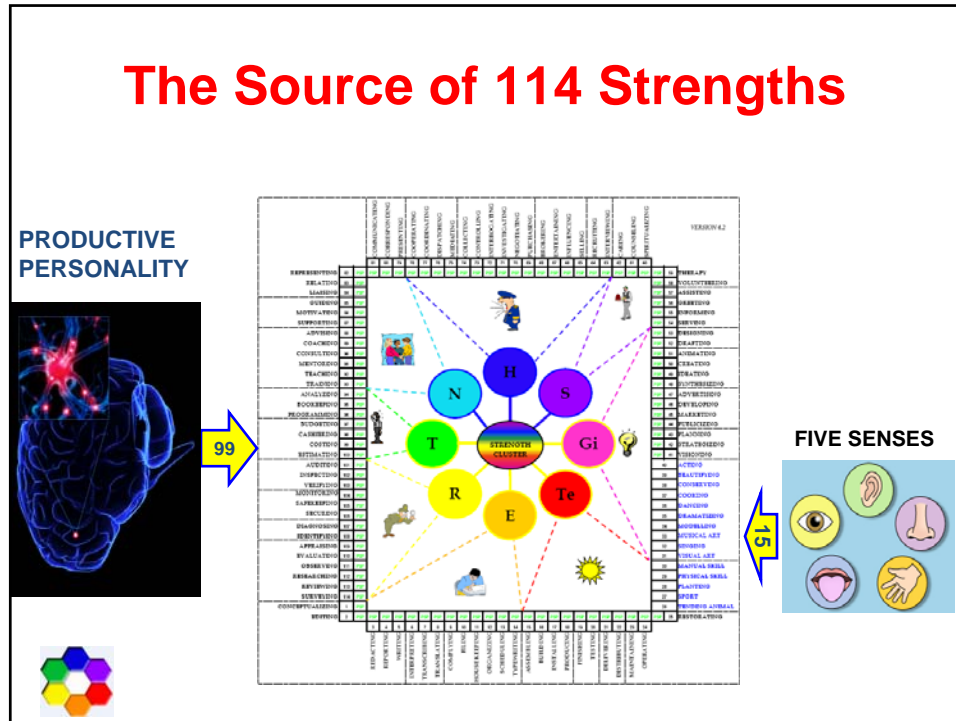


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*“Most people think they know
 what they’re good at ...
 They are usually _____.
 And yet a person can only
 perform from _____.”*



Peter Drucker
 Management Guru
 (1909-2005)



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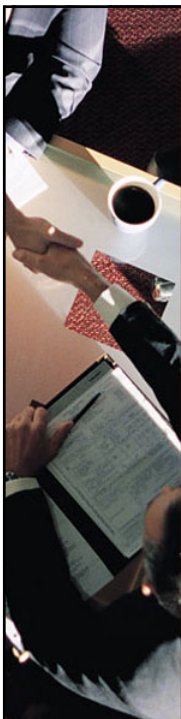
When you're not able to use your strengths at work, chances are that you ...

- Dread going to work
- Have more negative than positive interactions with colleagues
- Treat your customers poorly
- Tell your friends what a miserable company you for
- Achieve less on a daily basis
- Have fewer positive and creative moments



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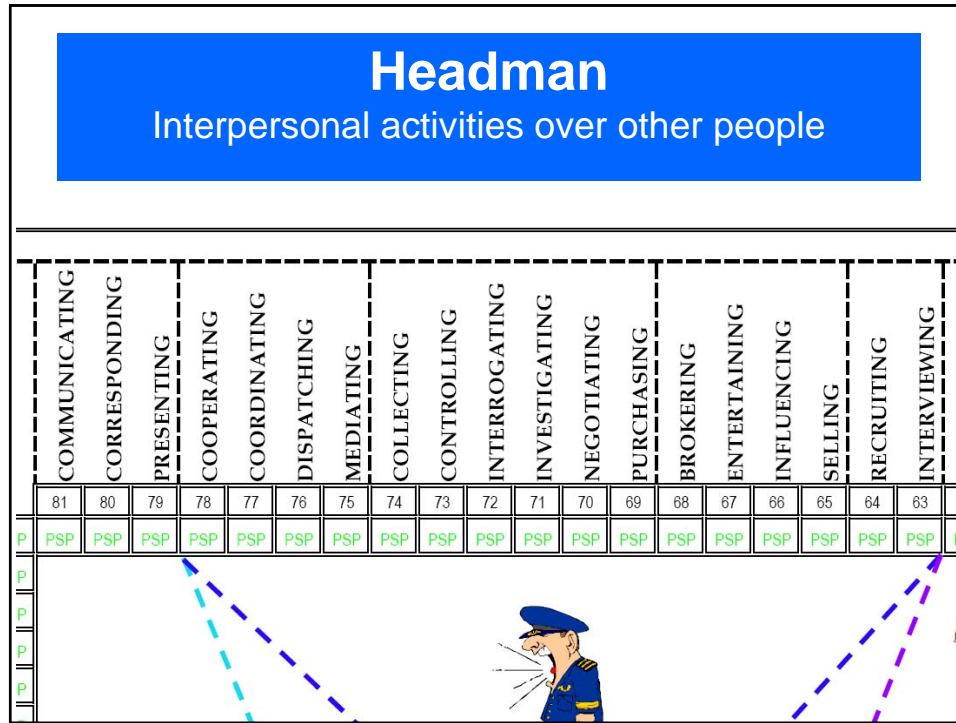
ACTIVITY CLUSTER

- **Servicing**
- **Thinking**
- **Reasoning**
- **Elementary**
- **Networking**
- **Generating idea**
- **Technical**
- **Headman**

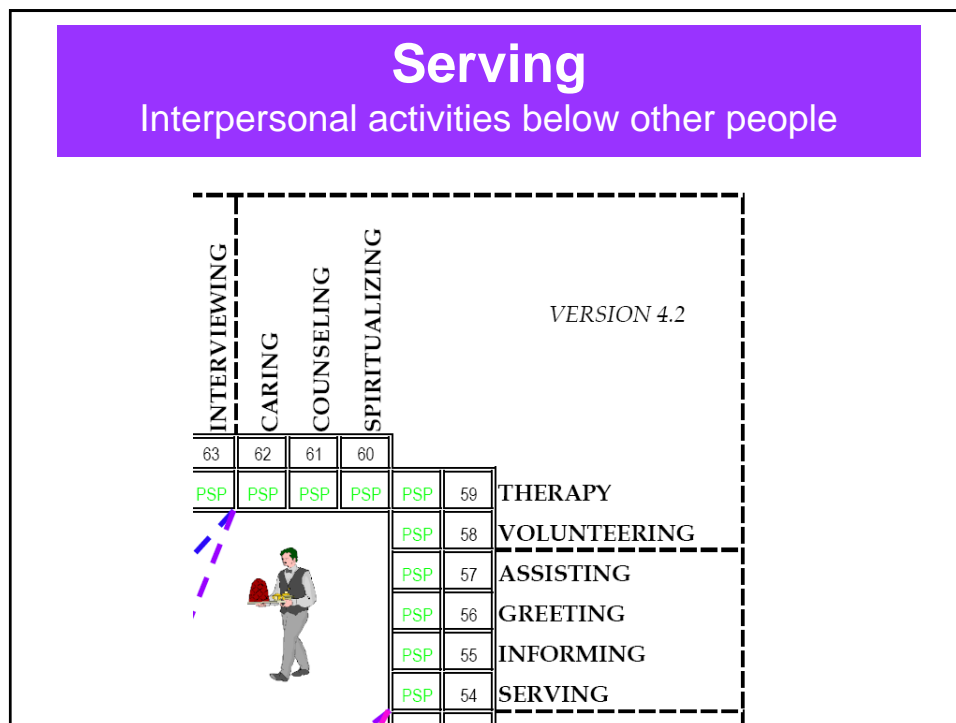


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Generating Idea Individual uses right brain



PSP	53	DESIGNING
PSP	52	DRAFTING
PSP	51	ANIMATING
PSP	50	CREATING
PSP	49	IDEATING
PSP	48	SYNTHESIZING
PSP	47	ADVERTISING
PSP	46	DEVELOPING
PSP	45	MARKETING
PSP	44	PUBLICIZING
PSP	43	PLANNING
PSP	42	STRATEGIZING
PSP	41	VISIONING

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Technical Individual's activities linked to technical activities



31	VISUAL ART
30	MANUAL SKILL
29	PHYSICAL SKILL
28	PLANTING
27	SPORT
26	TENDING ANIMAL
25	RESTORATING

PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	15	16	17	18	19	20	21	22	23	24
ASSEMBLING		BUILDING		INSTALLING		PRODUCING		FINISHING		TESTING		DELIVERING		DISTRIBUTING		MAINTAINING		OPERATING			

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Elementary														
Activities linked to language and administration														
SURVEYING	114	PSP												
CONCEPTUALIZING	1	PSP												
EDITING	2	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP	PSP
			3	4	5	6	7	8	9	10	11	12	13	14
			REDACTING	REPORTING	WRITING	INTERPRETING	TRANSCRIBING	TRANSLATING	COMPLYING	FILING	HOUSE KEEPING	ORGANIZING	SCHEDULING	TYPEWRITING



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Reasoning		
Individual uses bottom right brain		
AUDITING	101	PSP
INSPECTING	102	PSP
VERIFYING	103	PSP
MONITORING	104	PSP
SAFEKEEPING	105	PSP
SECURING	106	PSP
DIAGNOSING	107	PSP
IDENTIFYING	108	PSP
APPRAISING	109	PSP
EVALUATING	110	PSP
OBSERVING	111	PSP
RESEARCHING	112	PSP
REVIEWING	113	PSP
SURVEYING	114	PSP



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Thinking

Individual's activities use top left brain

ANALYZING	94	PSP
BOOKEEPING	95	PSP
PROGRAMMING	96	PSP
BUDGETING	97	PSP
CASHIERING	98	PSP
COSTING	99	PSP
ESTIMATING	100	PSP

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Networking

Interpersonal activities on same level as others

REPRESENTING	82	PSP	81	PSP	80	PSP	79	PSP	78	PSP
RELATING	83	PSP								
LIAISING	84	PSP								
GUIDING	85	PSP								
MOTIVATING	86	PSP								
SUPPORTING	87	PSP								
ADVISING	88	PSP								
COACHING	89	PSP								
CONSULTING	90	PSP								
MENTORING	91	PSP								
TEACHING	92	PSP								
TRAINING	93	PSP								

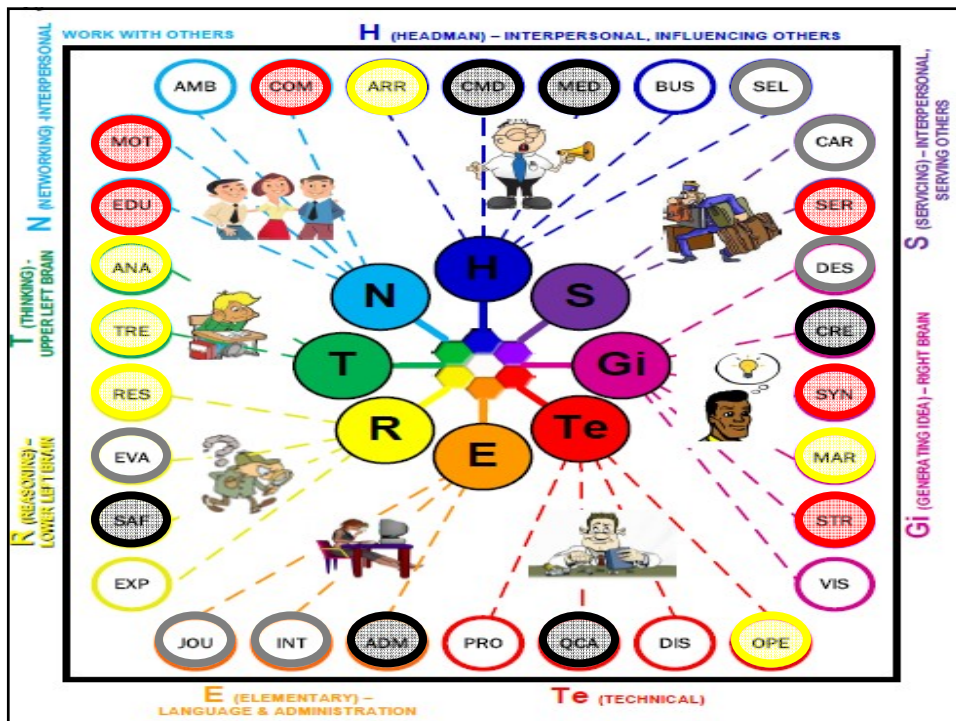
COMMUNICATING
CORRESPONDING
PRESENTING

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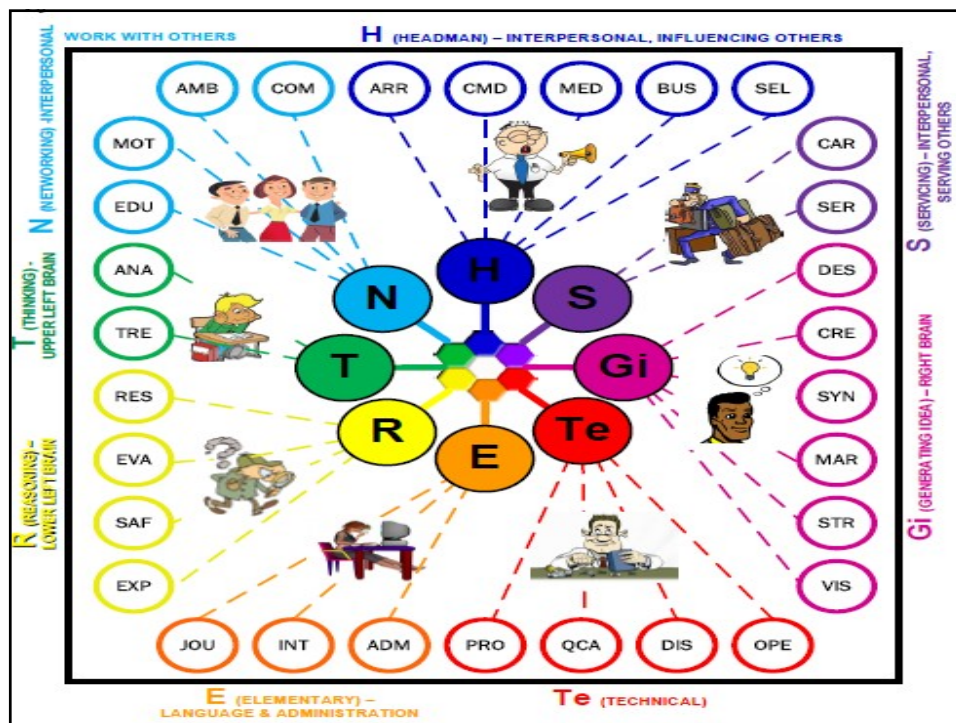


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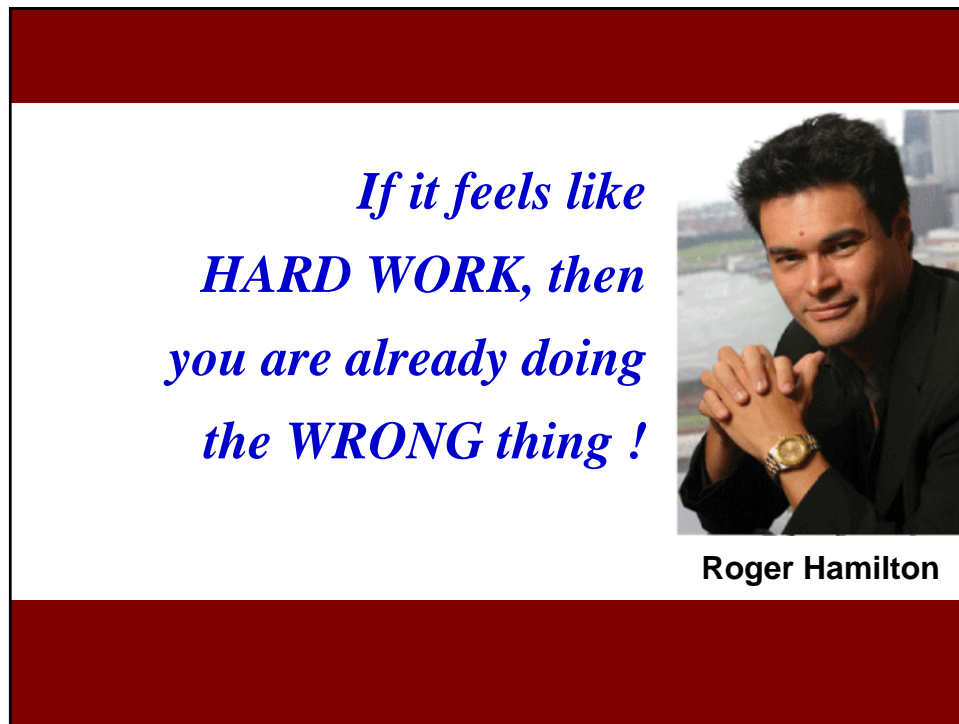


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Roger Hamilton



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**What is your TALENTS ?
What are Your Employees TALENTS?
Let's Discover
Your Talents And Your Employee Talents !**




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The Procedure :

1. Send email to: info@jamesgwee.com
Tell us : How many persons that you want to get the assessment of TALENT MAPPING
2. Investment for 1 person is Rp. 250.000,-
Transfer to :
Bank : BCA (cabang Taman Palem)
By name :James Gwee Thian Hoe
Account No : 757-007-4827

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The Procedure :

3. Fax your proof of payment (transfer) to 021-6011567 and info us : 021-601121
4. We will send you, 2 File Excel consist of :
Form Isian Peta Bakat = 170 Questions (in Bahasa Indonesia)
Personal Strength Statement = 114 Questions (in Bahasa Indonesia)
5. Send us back the File with Answer, then we process.
6. The result (51 pages in Bahasa Indonesia) will be sent to you by email in 3 days later.
7. For more information : Just call us 021-601121

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