

# Be More in your Career

## Your Career Development Journey

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## What's in it for you?

### #1. Be More in your Career



### #2. Insights Conversation



### #3. And Train-the-trainer, ...

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# #1. Be More in your Career

## Be More in your Career

Here at Intel, bold thinkers and adventurers give birth to breakthrough technology and experiences in the world by first turning inward and challenging themselves to push further. Incredible things happen at Intel because of the people who work here. To keep breaking through, you need to keep traveling the career development learning journey. There are multiple entry and exit points as Career, Learning, and Jobs all operate in tandem to help you travel your development path, but the goal is the same: to achieve your career best at Intel – to Be More.



Intel에서 대담한 사상가와 모험가는 먼저 안쪽으로 향하고 더 나아 가기 위해 도전함으로써 세계에서 획기적인 기술과 경험을 탄생시킵니다. 여기서 일하는 사람들 덕분에 인텔에서 놀라운 일이 일어납니다. 계속 돌파하려면 경력 개발 학습 여정을 계속 여행해야 합니다. 경력, 학습 및 작업이 모두 함께 작동하여 개발 경로를 여행하는 데 도움이 되는 여러 진입 점과 출구 점이 있지만 목표는 동일합니다. 인텔에서 최고의 경력을 달성하는 것입니다.

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## New To Intel Welcome

We are thrilled that you are now part of Intel! We know that integration doesn't stop after NEO—the first twelve months are a critical period to ensure you get your career going in the best direction.



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# New To Intel Intel Integration Academy

We've designed a series of classes and activities to help you learn about Intel's culture and navigate our work environment more effectively.

## Select Your Role



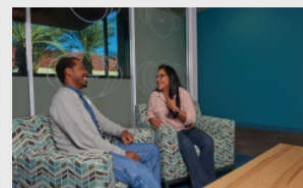
I'm a New Employee



I'm a New Employee and  
People Manager



I'm a Hiring Manager

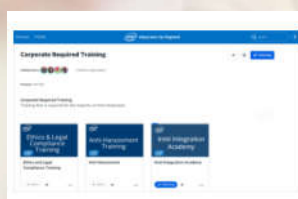


How to Be an Amazing  
Buddy



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# Develop Skills and Expertise



## Learning with eXpoLearn by Degreed

Access your **Required Training**, take classes and explore learning plans to advance your career. Grow your skillset with personalized learning resources from Intel and a variety of third-party providers, such as IEEE, LinkedIn Learning, Gartner and more.

[Go to eXpoLearn](#)



## Career Zone Webcasts

One hour webcasts on valuable tips and personal insights in a range of career related topics.

[Watch Webcasts](#)



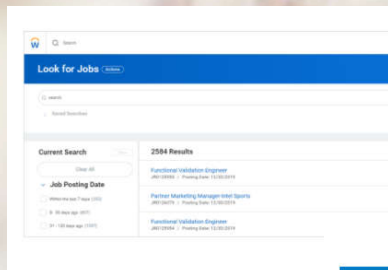
## Development Opportunity Tool (DOT)

Find short-term development assignments across Intel and expand your skillset, business acumen, and network.

[Go to Development Opportunity Tool](#)

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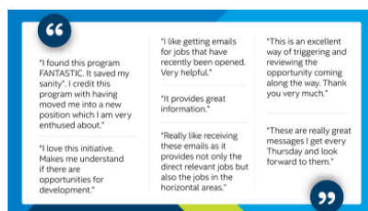
## View Job Openings



### Workday Jobs Online

Search open positions and find information on requirements for the roles you're interested in.

[View Openings at Workday Jobs Online](#)



### Personalized Job Alerts

Stay on top of new opportunities with personalized job alerts and helpful tips. Email alerts are set up based on your specified areas of interest.

[Subscribe to Personalized Job Alerts](#)

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## Find Personal Career Support



### Career Connections

Get timely 1:1 support with your career. You can schedule time to meet with an expert advisor, mentor or coach. These connectors are well versed in career exploration and progression, resume writing, networking, skill building, and much more.

[Go to Career Connections](#)



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## View Additional Services and Hiring Practices



### Additional Career Services

A dedicated suite of additional career programs and resources, tailored to help both employees and managers develop their careers. View webcasts, attend workshops, schedule in-person courses, and more.

[Go to Additional Career Services](#)



### Hiring Practices

Resources, tools, and guides to help you learn about the hiring process: from opening a req, through sourcing talent, referring your friends, engaging with talent, interviewing practices, making the hiring decision, to wrapping up with onboarding and integration.

[Learn About Hiring Practices](#)

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## My Learning & Security College



- Online/Offline training programMy Learning



- Why Use Security College?

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## #2. Insights Conversation

Our culture evolution starts with how we manage and reward performance. Insights enables us to drive our culture evolution and continue delivering on our business strategy. We are building a culture of feedback that reinforces results, culture, behaviors and learning by encouraging ongoing conversations between managers and employees, starting with listening, and including improved appreciation, real-time coaching, and regular evaluations.

### Insights: Conversations that Drive Results, Culture, and Learning

우리의 문화 진화는 성과를 관리하고 보상하는 방법에서 시작됩니다. 통찰력을 통해 우리는 문화 발전을 주도하고 비즈니스 전략을 계속 제공할 수 있습니다. 우리는 듣기부터 시작하여 감사, 개선, 실시간 코칭, 정기 평가를 포함하여 관리자와 직원 간의 지속적인 대화를 장려함으로써 결과, 문화, 행동 및 학습을 강화하는 피드백 문화를 구축하고 있습니다.

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## Insights – 3+3+3 Approach



### 3 Performance Anchors

- *What* you deliver to drive employee and company growth.
- *How* you deliver to drive employee and company growth.
- *Demonstrate* continuous learning and innovation.

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## Insights – 3+3+3 Approach



- 3 Ways Employees and Managers Should Connect
- In the moment, quick touch points.
- Regular and ongoing 1:1 conversations.
- Evaluations in April, July, and November.

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## Insights – 3+3+3 Approach


[Manager Toolkit](#)

### 3 Steps for Managers

- **Accountability:** Managers and employees should work together to set expectations.
- **Feedback:** Managers and employees should engage in thoughtful conversations - requesting, listening to, and providing ongoing feedback, appreciation, and coaching.
- **Compensation:** Managers will reward performance based on expectations and feedback.

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