

# Internal Mobility

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# Agenda



**1**

WHY ?

**2**

HOW ?

**3**

Personal  
Experience

**4**

Your Ideas /  
Best Practices

**5**

Lessons  
Learned

1

# Internal Mobility

WHY ?



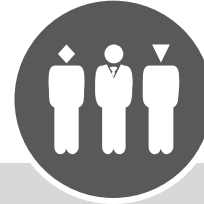
# WHY?



Developing & Holding  
Talents



Saving Time & Money



Encouraging  
Team Diversity



Improving best  
practice exchanges



2

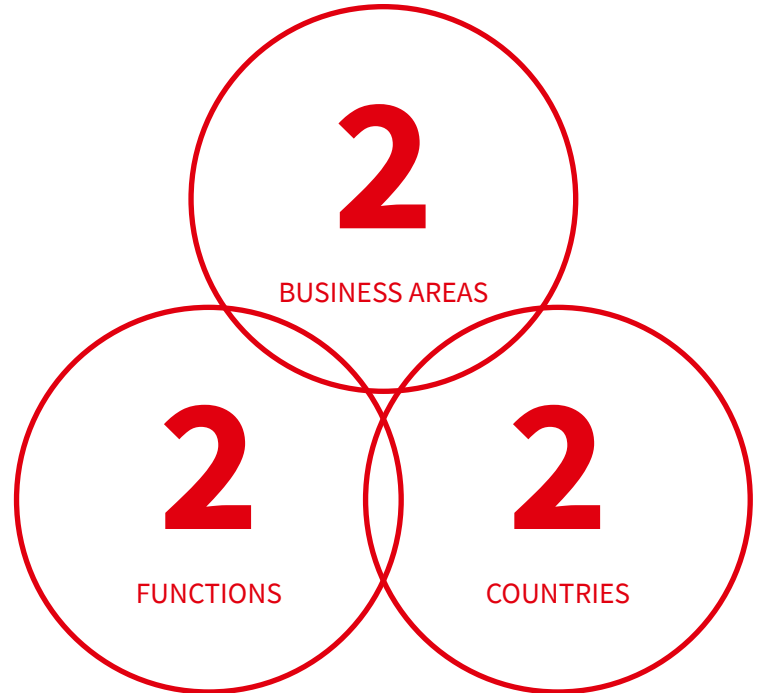
# Internal Mobility

HOW ?



# HOW?

## OUR **TRIPLE 2** APPROACH



# HOW?

## OUR **SHORT TERM ASSIGNMENT** APPROACH

0-3 months assignment

Strategic project in another country

3

# Internal Mobility

Personal  
Experience





# My Personal Experience

## Already worked in our 3 BUs + 2 functions

- Beauty / Laundry / Adhesives + Finance/HR

## 2 countries

- France / Germany

## Several roles

- Category Manager / Business controller / Project Manager / Head of Sales controlling / Global Head of Recruitment



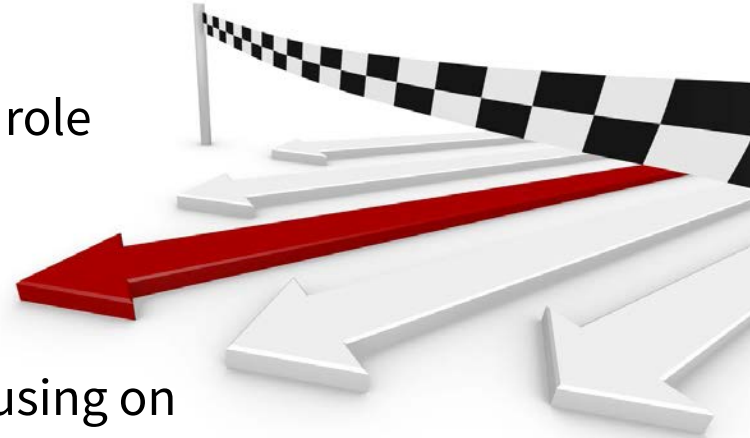
# My Personal Experience

## Benefits

- Full understanding — overview of our company/processes/tools
- Big network / diversity mindset
- Able to build harmonization strategy in a global role
- Personnel development

## Aim

- Reducing complexity, saving time & money, focusing on consumers/customers



4

# Internal Mobility

## Your Ideas



5

# Internal Mobility

## Lessons Learned

