



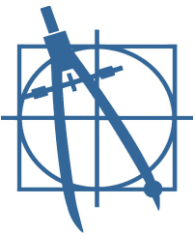
Mastering Talent Development & Acquisition: Navigating the Complexities of HR Operating Model

10/22/24



Johnson & Johnson





Subject Matter Experts:

Phillip Becker



Sr. Credit Risk Mgr.



Toni-Marie McLean



**Sr. Dir. Global
Process Owner**



Jami Seibert



**F&A Director
NA Credit Operations**



Craig Stargardt



Dir. Shared Services





Question #1:

What are some innovative approaches you've used to attract top talent in today's competitive market, and what has been most effective?

Phillip



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Question #2:

How do you align your credit department's goals with your organization's broader HR strategies to ensure you're hiring and developing the right talent?

Toni



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Question #3:

What specific qualities or skills do you look for when identifying future leaders within your credit department?

Toni/Craig



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Question #4:

What are the key components of a successful mentorship program, and how do you ensure its effectiveness in cultivating future leaders?

Jami/Phillip



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Question #5:

How do you create career paths within the credit department that encourage long-term employee growth and retention?

Jami/Toni



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Question #6:

What challenges have you faced when integrating modern HR models into your credit department, and how have you overcome them?

Phillip



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Question #7:

How do you ensure continuous professional development in a way that motivates employees to stay engaged and invest in their career growth?

Craig/Toni



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Question #8:

Can you share some examples of how you've successfully used mentorship or coaching to develop key talent within your organization?

Craig



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Question #9:

In the current environment of remote and hybrid work models, what adjustments have you made to ensure effective talent management and development?

Toni

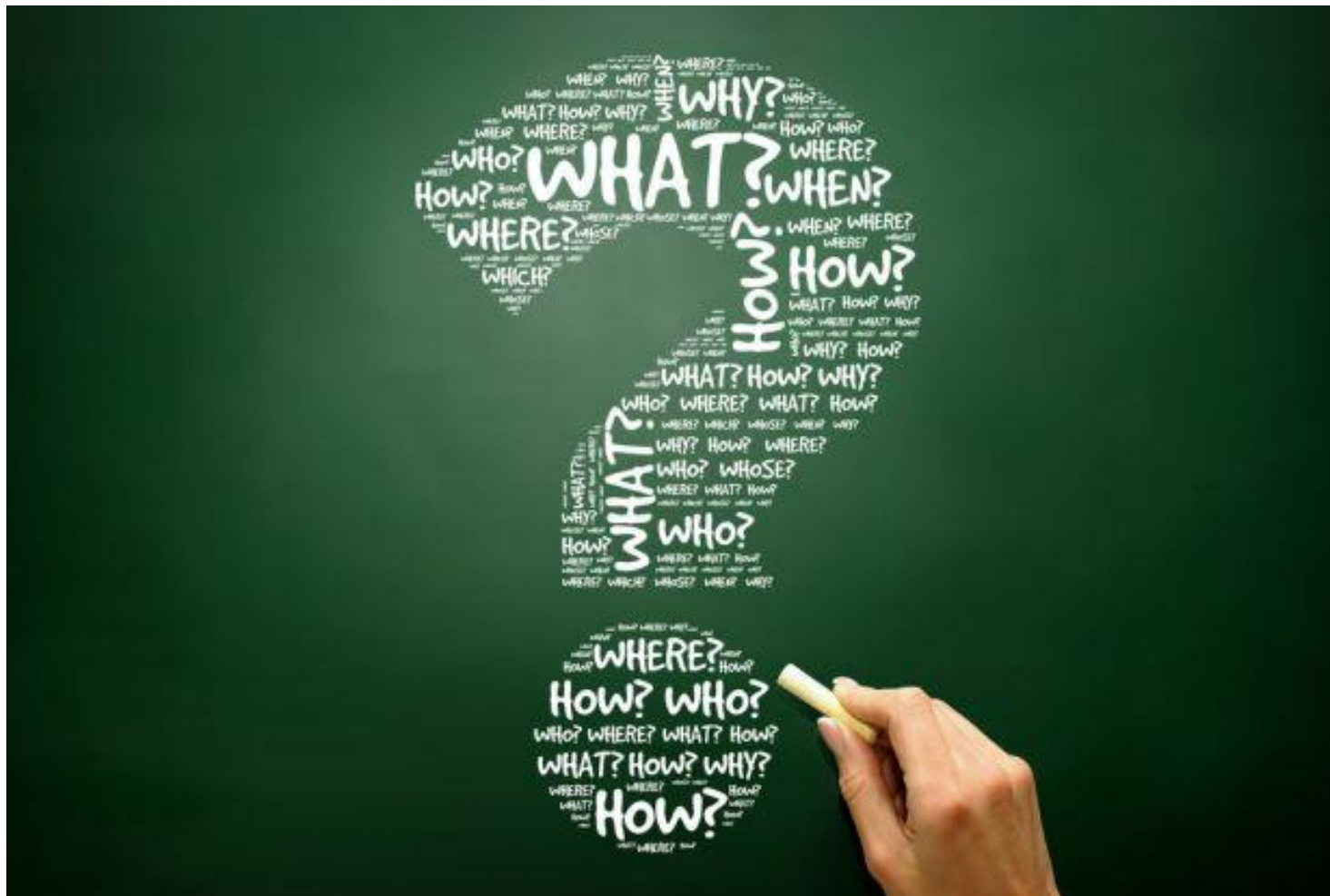


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Any questions?



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