



## **Business Leader's Presentation**

**Richard Goyder, Managing Director, Wesfarmers Limited**

**Talent Acquisition and Retention Initiatives – Wesfarmers Ltd**

### **Media Statement**

Harrier Resourcing People hosted a breakfast for valued clients and special guests, comprising a range of senior business and HR leaders where Richard Goyder, Managing Director Wesfarmers Limited presented on Wesfarmers' Talent Acquisition and Retention initiatives.

Commenting on the current economy Mr Goyder reinforced that now more than ever it is important to focus on your people and increase the communication to them. Some of the initiatives currently deployed across the group include:

- Holding annual one to one discussions with the top management group and the High Potential emerging leaders
- Creating roles for talented people even when there is not an actual vacancy
- Driving succession planning both at a group and divisional level and holding management accountable for developing their people
- Conducting challenging development programs, including Action Learning Groups and accelerated development programs for its High Potential employees
- Communicating directly to each employ about the performance and plans of the company
- Sending high potential employees on the General Management succession plan to the Advanced Management Programs at Harvard and INSEAD.

Mr Goyder espouses that a sustainable competitive advantage for Wesfarmers is the quality and performance of its people.

One of the visions Mr Goyder has for Wesfarmers is that it employs the best people who are committed and engaged.

Harrier Resourcing People is an integrated Human Resources and Talent Acquisition services firm. Their clients include leading international resources, oil & gas and services firms. Harrier provides an independent strategic Recruitment Outsourcing service, access to an exceptional HR and Recruitment Talent Pool and HR consulting services.