

行政院人事行政局 100 年度
赴荷蘭、瑞士、比利時考察報告
附 錄 四 資 料

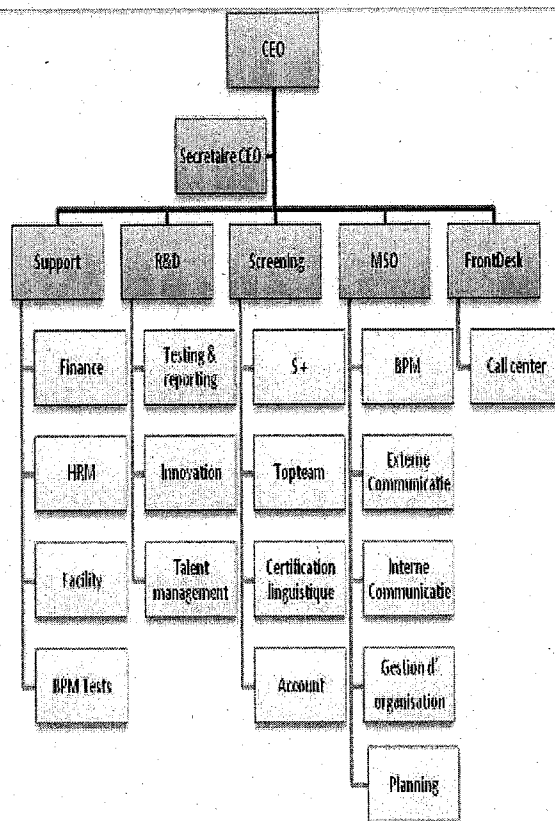
7、比利時國家文官考選局簡報資料

Selection office of the Federal Government

Management principles organization

to resolve demands and to
provide the best possible service

closed company
First organization



MISSION AND VISION

Selor Talentmanagement

- To service a client in quick and efficient way by means of a client oriented end to end and total solutions approach.
- To empower the client in order to give him more autonomy in filling his needs.
- To delineate, optimize and professionalize the product- en services catalogue supported by R&D and a strategic CRM.

Selor Proximity

- To offer an added value to the candidate after a screening by Selor.
- To lower the threshold for talented profiles and to increase the personal approach by a tailor made service.

Powered by Selor

- To offer competence based solutions and to attract new customers by means of a proper methodology supported by innovative tools and know-how.
- To certify clients and partners in the Selor methodology in order to increase the recognition and to build an external workforce capacity.

Center of expertise

- To install an HR-policy with a focus on leveraging the expertise, the leadership with a client oriented, end-to-end responsibility of the employees
- To work in a more efficient and professional way to optimize and document the processes, supported by a clear organizational structure

- To position Selor as a trendsetter in corporate governance

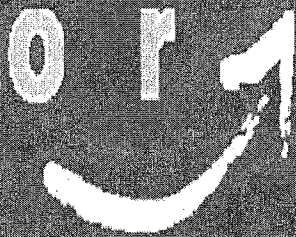
Personnel & Organization policies

Selor reaches for the highest degree of professionalism and customer-orientation within the boundaries of deontological rules

Management principles organization

Closed envelop
Flat organization
Process-driven

talent public



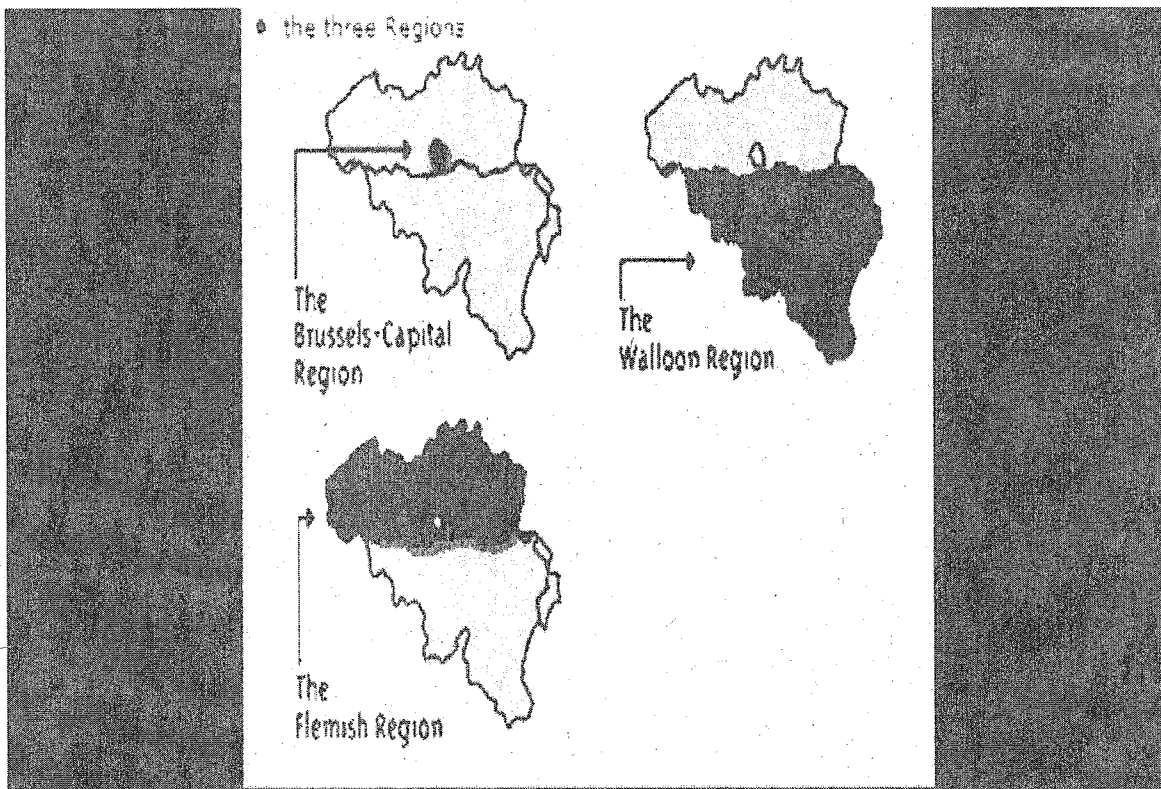
Closed envelop
Flat organization
Process-driven
Project-driven
Result-driven
Empowerment
Ownership
Quality-driven
Ambition

VALUES

Independence
Professionalism
Customer-orientation
TRANSPARENCY
Attention for the candidate's talent

Customers

Federal Government Services (FGS)
Scientific Institutions
Public Utilities
Flemish Community
Brussels Capital Region
Walloon Region
French Community
German Community
Government linked Customers



• the three language communities

