

DELL: Atracción de talento y nuevas tendencias de formación de talento local

Magaly Regalado

Talent Acquisition



@Magaly_RR



Magaly Regalado



Agenda

1

DELL

2

Atracción de Talento y su formación

3

Estrategia de Relaciones con Universidades



To create technologies that
drive human progress.

-Michael Dell



Dell Site

GREAT
PLACE
TO
WORK®
INSTITUTE
CENTROAMÉRICA
Y CARIBE

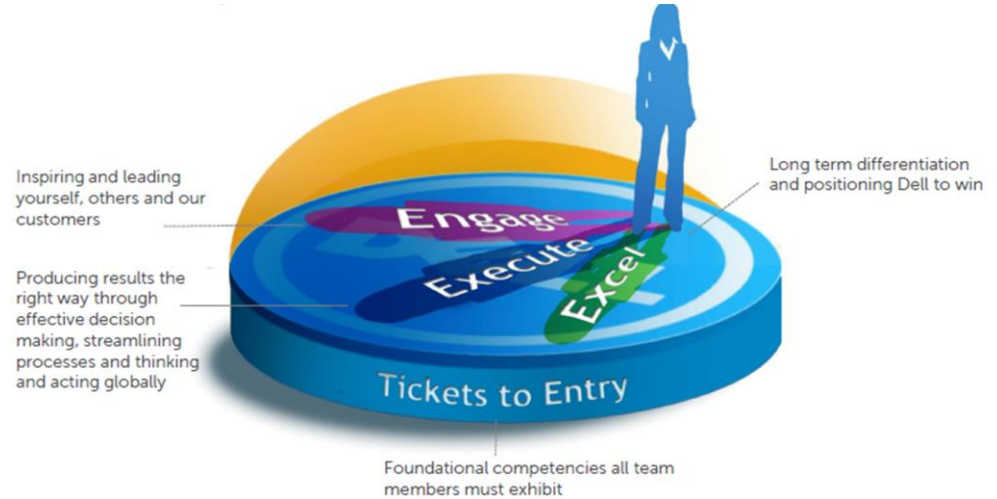
Gallup · Healthways
Well-Being Index®



Employee
Resource
Groups



Dell Leadership Competency Model



Panama's economy is modern, stable, and one of the fastest growing economies in Latin America

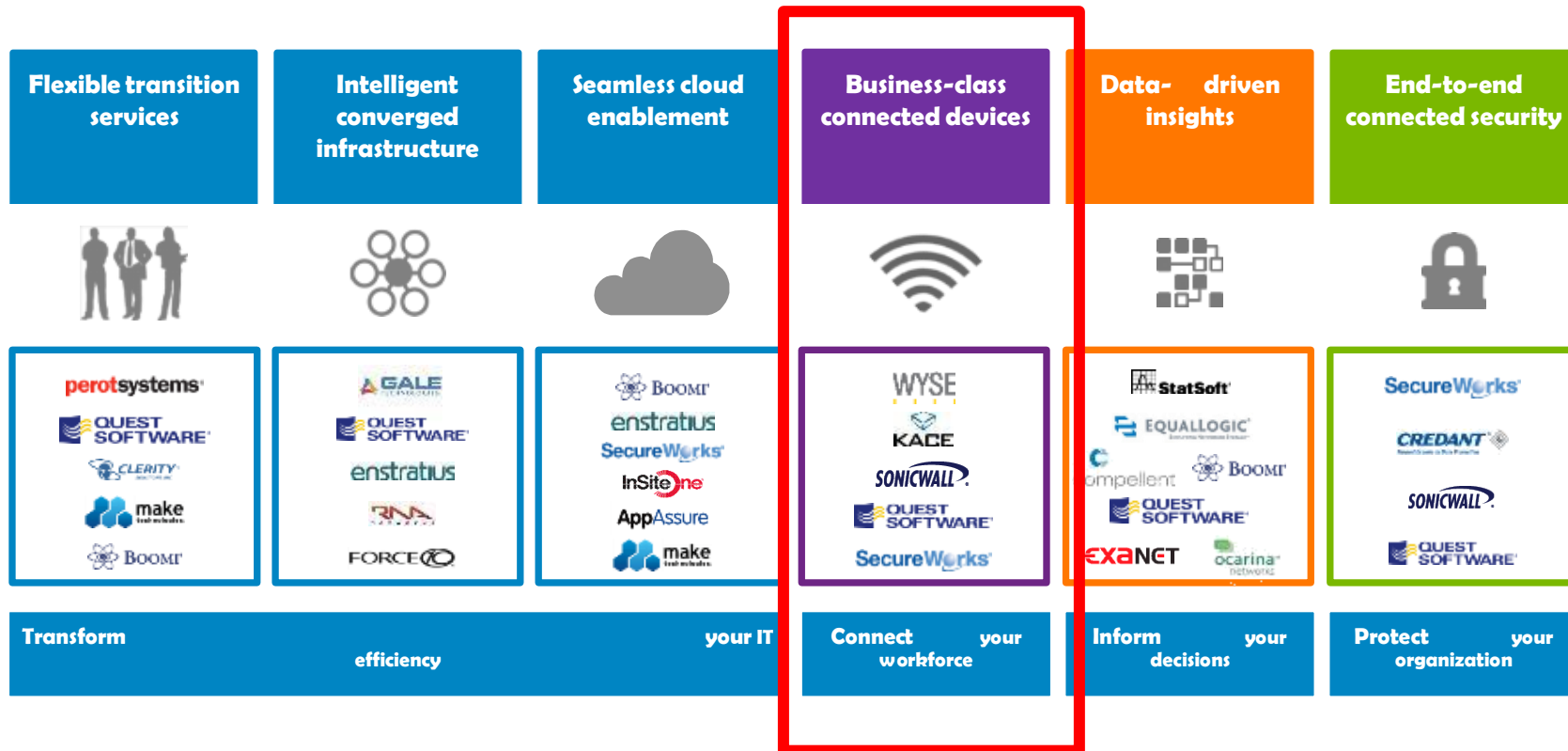
Case Study: University Relations Strategy

Business Class-connected devices

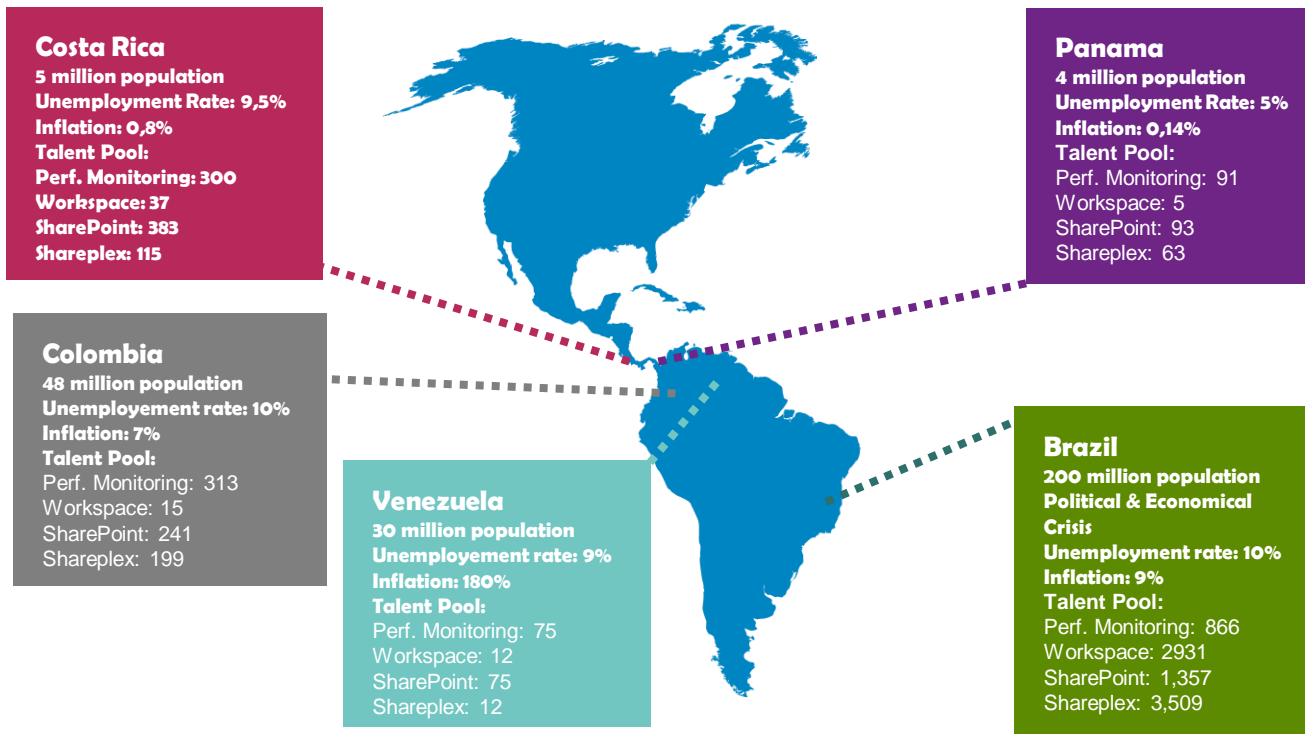


Merge & Acquisitions

Disciplined M&A strategy aligned with our design philosophy



Market Intelligence Analysis



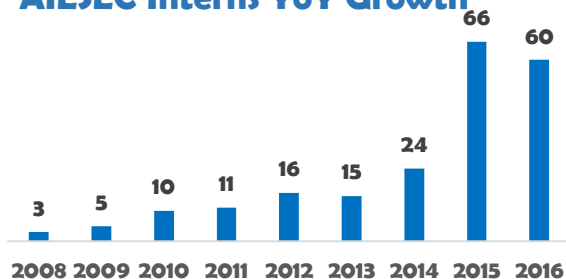
* Bilingual Engineers found in LinkedIn



Attracting Global talent – partnership with AIESEC.org

40 AIESEC Hires

AIESEC Interns YoY Growth



Finance

Marketing

Talent Acquisition (HR)

Fosters diversity & meets our Legacy goals (2020)

Success Stories

Dell's internship is not only an opportunity for a new job in a different country but also the beginning of a successful career.

-Esther, Panama
#Iwork4Dell



My experience at Dell as an AIESEC intern provided me a world of possibilities. It proved myself that I could go beyond I could ever think

-Mariana, Chile
#Iwork4Dell

Developing local talent (Diplomados)

High-level Client Solutions University Program

- ☐ **Course Duration:** 8 Saturdays (2 Months)
- ☐ **Class Sessions:** Occurs every Saturday, from 8:00am – 5:00pm
- ☐ **Shadowing Sessions:** Occurs at best suitable time during week days (total 5 hours)



Training Modules

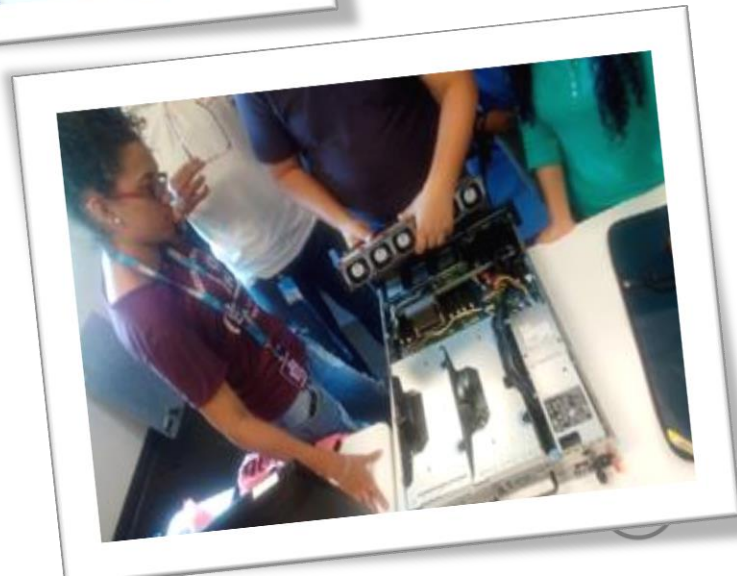
Training Modules:

- ☐ Desktop, Portable & Workstation Technology
- ☐ Software & Security Technology
- ☐ Introduction to Networking
- ☐ Customer Satisfaction
- ☐ Hands-On Practices

Description:

- ☐ Majority of Training Sessions delivered in Spanish.
- ☐ Each module includes both, theoretical and practical “hands-on” laboratories.
- ☐ Each module includes pre and post-assessment to measure improvement.

All successful graduates will earn a Participation & Culmination Certificate as Dell Certified System Experts sponsored by Dell Panama's GSD LA Tech Support, based on knowledge assessments and attendance results.



“The best way to predict the future is to create it.

– Abraham Lincoln



DIGITAL TRANSFORMATION