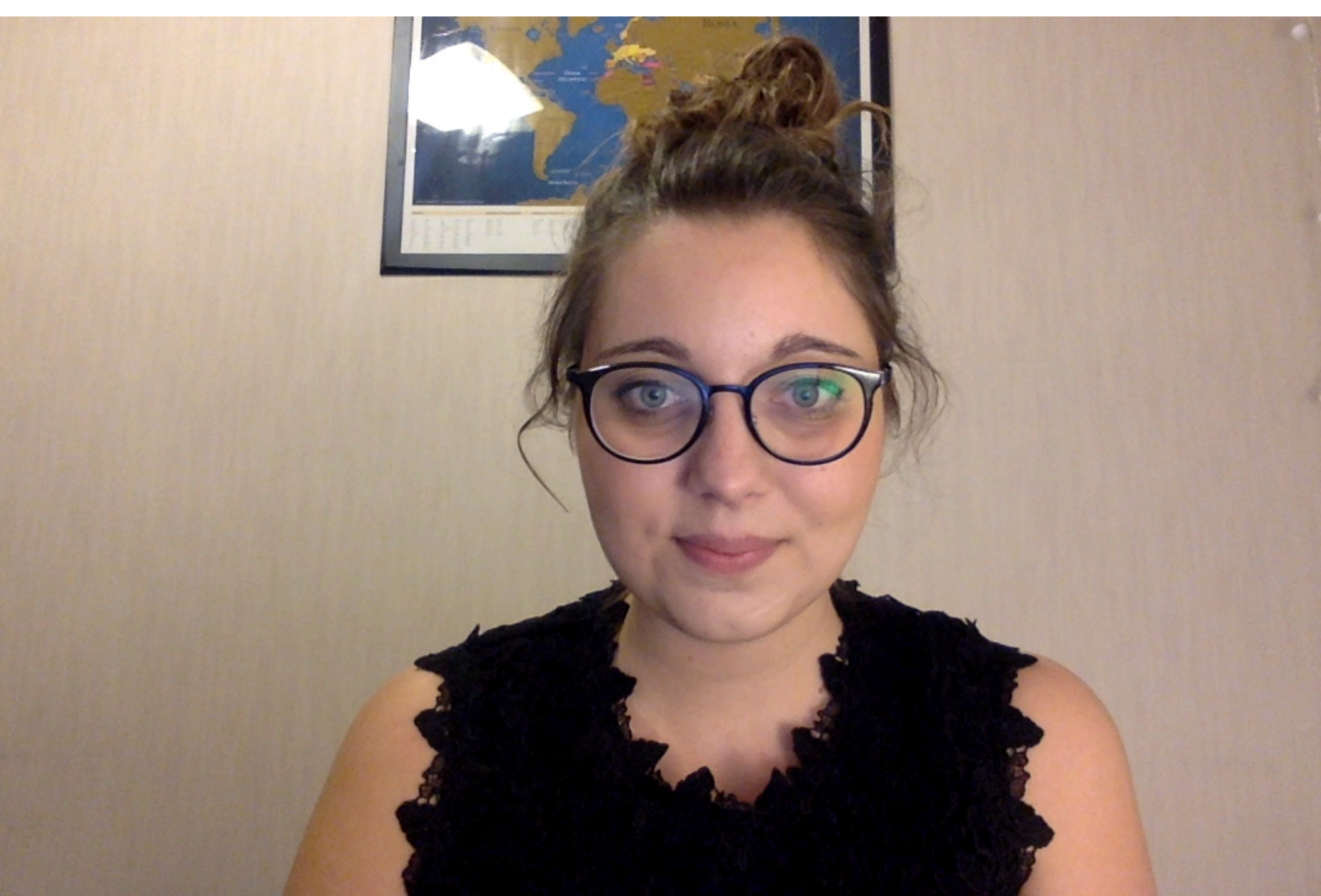


AIESEC TURKEY-TALENT MANAGEMENT

15-18 Assessment

15-16 TERM



PRODUCTIVITY

15-16

	REALIZED							APPROVED							
	oGIP	iGIP	oGCDP	iGCDP	BO	Overall		oGIP	iGIP	oGCDP	iGCDP	BO	Overall		BD
TURKEY															
MARCH 16	0,08	0,26	0,05	0,17	0,22	0,16		0,10	0,22	0,67	0,10	0,55	0,33		0,18
APRIL 16	0,01	0,13	0,04	0,04	0,13	0,07		0,13	0,19	1,43	1,50	1,94	1,04		0,14
MAY 16	0,05	0,13	0,06	0,04	0,16	0,09		0,22	0,30	1,77	2,90	3,42	1,72		0,34
JUNE 16	0,20	0,21	1,51	2,47	2,56	1,39		0,18	0,32	0,86	1,53	1,64	0,90		0,17
JULY 16	0,24	0,14	1,81	2,25	3,06	1,50		0,11	0,17	0,37	0,35	0,66	0,33		0,18
AUGUST 16	0,38	0,93	1,67	0,84	2,27	1,22		0,35	1,19	0,60	0,16	1,33	0,73		1,71
SEPTEMBER 16	0,28	0,55	0,64	0,06	1,07	0,52		0,12	0,57	0,26	0,04	0,67	0,33		0,31
OCTOBER 16	0,11	0,34	0,06	0,01	0,29	0,16		0,11	0,21	0,17	0,40	0,53	0,28		0,09
NOVEMBER 16	0,04	0,25	0,07	0,03	0,22	0,12		0,24	0,26	0,96	1,03	1,65	0,83		0,19
DECEMBER 16	0,16	0,07	1,95	0,51	1,89	0,92		0,11	0,15	0,49	0,50	0,93	0,43		0,18
JANUARY 17	0,08	0,42	0,96	0,57	1,58	0,72		0,08	0,29	1,13	0,72	1,74	0,79		0,24
FEBRUARY 17	0,12	0,09	0,24	0,69	0,83	0,39		0,15	0,13	0,50	0,23	0,72	0,34		0,10

OCTOBER RECRUITMENT

15-16

TALENT PLAN REALIZATION

	Planned	Recruited	Plan realization
Adana	57	70	123%
Ankara	-	-	-
Antalya	30	26	87%
Bursa	117	155	132%
Denizli	-	-	-
East Med.	20	25	125%
Eskisehir	85	75	88%
Gaziantep	75	90	120%
Istanbul	70	96	137%
Asia	57	59	103%
Izmir	71	71	100%
Kayseri	-	-	-
Kocaeli	48	43	89%
Trabzon	20	28	140%
AIESEC Turkey	650	738	113%

TALENT ALLOCATION

	PLAN	REALIZED
iGIP	91	110
iGCDP	74	76
oGIP	73	83
oGCDP	91	102
BD	129	149
Marketing	106	110
TM	4	7
Fin	18	21

CONVERSIONS

	No. of applications	Interviews	Recruited	Attended Inuction	Induction duration
Adana	165	118	70	70	5
Ankara	-	-	-	-	-
Antalya	132	50	26	20	1
Bursa	220	200	155	130	2
Denizli	-	-	-	-	-
East Med.	100	90	25	23	1
Eskisehir	410	300	75	90	7
Gaziantep	120	120	90	90	7
Istanbul	310	128	96	63	6
Asia	328	86	59	49	2
Izmir	491	210	71	65	5
Kayseri	-	-	-	-	-
Kocaeli	107	80	43	30	1
Trabzon	77	60	28	25	1
AIESEC Turkey	2460	1442	738	655	-

COMMENTS

- LDM based recruitment was easy to understand
- There was enough education
- Smooth implementation
- Good conversions rate (about 50% at every stage)
- Shortened induction
- Better members allocation in oGIP, iGCDP and oGCDP

- Promotion should start earlier
- Questions should be revised to be more selective
- Induction agenda can be more flexible
- Overachieving Talent Plan - buffer members
- Too much people allocated in iGIP and BD (especially BD) - 259 members

MARCH RECRUITMENT

15-16

TALENT PLAN REALIZATION

	Planned	Recruited	Plan realization
Adana	40	40	100%
Ankara	100	100	100%
Antalya	34	32	94%
Bursa	78	78	100%
Denizli	-	-	-
East Med.	-	-	-
Eskisehir	78	59	76%
Gaziantep	60	60	100%
Istanbul	75	71	95%
Asia	38	47	124%
Izmir	20	20	100%
Kayseri	-	-	-
Kocaeli	48	?	?
Trabzon	-	-	-
AIESEC Turkey	571	507	89%

TALENT ALLOCATION

	PLAN	REALIZED
IGIP	93	87
IGCDP	79	66
oGIP	72	69
oGCDP	103	99
BD	89	85
Marketing	102	96
TM	6	6
Fin	8	9
CX	6	8

COMMENTS

- We should focus more on **IXP** planning, promotion and allocation
- Better ways of promotion should be developed
- Every EB member should be responsible for recruitment
- Engaging members to promotion

16-17 TERM

PRODUCTIVITY

16-17

	REALIZED							APPROVED							
TURKEY	oGIP	iGIP	oGCDP	iGCDP	BO	Overall		oGIP	iGIP	oGCDP	iGCDP	BO	Overall		BD
APRIL 16	0,01	0,13	0,04	0,04	0,13	0,07		0,13	0,19	1,43	1,50	1,94	1,04		0,14
MAY 16	0,05	0,13	0,06	0,04	0,16	0,09		0,22	0,30	1,77	2,90	3,42	1,72		0,34
JUNE 16	0,20	0,21	1,51	2,47	2,56	1,39		0,18	0,32	0,86	1,53	1,64	0,90		0,17
JULY 16	0,24	0,14	1,81	2,25	3,06	1,50		0,11	0,17	0,37	0,35	0,66	0,33		0,18
AUGUST 16	0,38	0,93	1,67	0,84	2,27	1,22		0,35	1,19	0,60	0,16	1,33	0,73		1,71
SEPTEMBER 16	0,28	0,55	0,64	0,06	1,07	0,52		0,12	0,57	0,26	0,04	0,67	0,33		0,31
OCTOBER 16	0,11	0,34	0,06	0,01	0,29	0,16		0,11	0,21	0,17	0,40	0,53	0,28		0,09
NOVEMBER 16	0,04	0,25	0,07	0,03	0,22	0,12		0,24	0,26	0,96	1,03	1,65	0,83		0,19
DECEMBER 16	0,16	0,07	1,95	0,51	1,89	0,92		0,11	0,15	0,49	0,50	0,93	0,43		0,18
JANUARY 17	0,08	0,42	0,96	0,57	1,58	0,72		0,08	0,29	1,13	0,72	1,74	0,79		0,24
FEBRUARY 17	0,12	0,09	0,24	0,69	0,83	0,39		0,15	0,13	0,50	0,23	0,72	0,34		0,10

OCTOBER RECRUITMENT

16-17

TALENT PLAN REALIZATION

	Plan	Achieved	Goal Achievement
Adana	76	76	%100
Ankara	49	50	%102
Antalva	35	36	%102
Bursa	120	120	%100
Denizli	36	32	%88
East Med	10	11	%110
Eskisehir	45	41	%91
Gaziantep	100	100	%100
Istanbul	63	57	%90
Istanbul Asia	37	40	%108
Izmir	60	60	%100
Kocaeli	-	-	-%
Trabzon	14	13	%92
Turkey	645	636	%98

TALENT ALLOCATION

	<i>Plan</i>	<i>Achieved</i>	<i>Goal Achievement</i>
iGT	97	97	%100
iGV	98	99	%101
oGT	77	80	%103
oGV	112	112	%100
MKT	113	113	%100
BD	95	93	%97
TM	7	1	%14
FIN	12	12	%100
CX	7	7	%100

CONVERSIONS

	<i>Applications</i>	<i>Interviews</i>	<i>Recruited</i>	<i>Inducted</i>
<i>Adana</i>	250	170	76	70
<i>Ankara</i>	150	120	53	42
<i>Antalya</i>	124	73	36	30
<i>Bursa</i>	480	172	120	80
<i>Denizli</i>	52	38	32	22
<i>East Med</i>	91	26	11	-
<i>Eskisehir</i>	82	80	41	41
<i>Gaziantep</i>	150	150	100	-
<i>Istanbul</i>	230	140	57	50
<i>Istanbul Asia</i>	190	120	40	35
<i>Izmir</i>	400	160	60	50
<i>Kocaeli</i>	-	-	-	-
<i>Trabzon</i>	46	13	13	13
<i>Turkey</i>	2145	1342	639	433

INDUCTION DURATION

	General Induction	Functional Induction	Total
Adana	16 Oct	5 days	6 days
Ankara	16 Oct	5 days	6 days
Antalya	16 Oct	5 days	6 days
Bursa	14/15 Oct	5 days	7 days
Denizli	23 Oct	4 days	5 days
East Med	23 Oct	2 days	3 days
Eskisehir	8 & 11 Oct	5 days	7 days
Gaziantep	-	5 days	5 days
Istanbul	8 Oct	5 days	6 days
Istanbul Asia	15/16 Oct	5 days	7 days
Izmir	22 Oct	5 days	6 days
Kocaeli			
Trabzon	15 Oct	9 days	10 days

IXP NUMBERS

	Plan	Achieved
Adana	1	1
Ankara	11	11
Antalva	1	0
Bursa	0	0
Denizli	12	4
East Med	0	0
Eskisehir	5	4
Gaziantep	6	6
Istanbul	10	10
Istanbul Asia	10	13
Izmir	8	8
Kocaeli	-	-
Trabzon	0	0
Turkey	64	57

MARCH RECRUITMENT

16-17

TALENT PLAN REALIZATION

	Plan	Achieved	Plan/Achieved
Adana	50	50	100%
Ankara	74	77	104%
Antalya	26	26	100%
Bursa	70	65	92%
Denizli	47	51	108%
East Med	0	0	-
Eskisehir	57	63	110%
Gaziantep	0	0	-
Istanbul	89	82	92%
Istanbul Asia	27	29	107%
Izmir	36	36	100%
Kocaeli	49	46	93%
Trabzon	39	39	100%
Turkey	564	564	100%

TALENT ALLOCATION

	<i>Plan</i>	<i>Achieved</i>	<i>Plan/Achieved</i>
iGT	88	83	94%
iGV	107	114	106%
oGT	74	72	97%
oGV	125	124	99%
MKT	80	81	101%
BD	83	79	95%
TM	3	3	100%
FIN	13	14	101%
CX	573	570	99%

IXP NUMBERS

	Plan	Achieved
Adana	6	1
Ankara	4	3
Antalya	2	2
Bursa	3	2
Denizli	8	4
East Med	0	0
Eskisehir	10	8
Gaziantep	0	0
Istanbul	5	3
Istanbul Asia	12	8
Izmir	4	3
Kocaeli	2	2
Trabzon	2	2
Turkey	58	38

INDUCTION DURATION

	<i>General Induction</i>	<i>Functional Induction</i>
Adana	5th March	4 days
Ankara	5th March	7 days
Antalya	25th February	7 days
Bursa	17th March	3 days
Denizli	20th February	5 days
East Med	-	0
Eskisehir	February	5 days
Gaziantep	-	-
Istanbul	-	5 days
Istanbul Asia	25th March	7 days
Izmir	19th February	14 days
Kocaeli	26th March	days
Trabzon	5th March	5 days

CONVERSIONS

	<i>Applications</i>	<i>Interviews</i>	<i>Recruited</i>	<i>Inducted</i>
<i>Adana</i>	130	85	50	50
<i>Ankara</i>	250	191	77	75
<i>Antalya</i>	127	56	26	26
<i>Bursa</i>	331	120	65	50
<i>Denizli</i>	101	50	51	30
<i>East Med</i>	0	0	-	-
<i>Eskisehir</i>	90	80	63	63
<i>Gaziantep</i>	0	0	-	-
<i>Istanbul</i>	363	165	82	80
<i>Istanbul Asia</i>	253	116	29	27
<i>Izmir</i>	295	111	36	31
<i>Kocaeli</i>	110	90	46	46
<i>Trabzon</i>	113	123	39	39
<i>Turkey</i>	2163	1107	564	517

National Guidelines need to be adapted by local realities

When you have a clear strategy, it's easy to control the whole process

Interview Methods

COMMENTS

- We should focus more on **IXP** planning, promotion and allocation
- Better ways of promotion should be developed
- Every EB member should be responsible for recruitment
- Engaging members to promotion

17-18 TERM

PRODUCTIVITY

17-18

	REALIZED							APPROVED					
TURKEY	OGET	IGET	OGV	IGV	BO	Overall		oGIP	iGIP	oGCDP	iGCDP	BO	Overall
MARCH 17	0,03	0,10	0,07	0,06	0,20	0,09		0,0	0,2	1,3	1,1	2,3	1,0
APRIL 17	0,04	0,08	0,05	0,09	0,20	0,09		0,2	0,2	2,0	2,5	4,0	1,8
MAY 17	0,04	0,11	0,06	0,09	0,23	0,1		0,5	0,3	2,4	2,1	4,4	1,9
JUNE 17	0,36	0,19	2,28	1,87	3,94	1,73		0,33	0,30	1,53	1,36	2,88	1,28
JULY 17	0,5	0,2	3,9	3,6	6,8	3,04		0,15	0,39	0,70	0,29	1,14	0,53
AUGUST 17	0,2	0,3	1,4	0,5	2,2	0,9		0,10	0,84	0,30	0,17	1,04	0,49
SEPTEMBER 17	0,2	1,04	0,3	0,3	1,2	0,6		0,12	0,69	0,37	1,06	1,42	0,73
OCTOBER 17	0,1	0,58	0,16	0,21	0,67	0,34		0,15	0,51	1,34	1,65	2,65	1,26
NOVEMBER 17	0,01	0,31	0,09	0,24	0,53	0,23		0,18	0,33	1,02	1,22	2,46	1,04

OCTOBER RECRUITMENT

17-18

INDUCTION DURATION

Induction Duration	
ESKİŞEHİR	10
İSTANBUL	10
TRABZON	21
ANTALYA	7
DENİZLİ	4
ADANA	14
KOCAELİ	24
İZMİR	14
İstanbul Asya	2
Bursa	14

TALENT PLAN REALIZATION

	Planned	Achieved	Rate
Adana	45	55	130%
Ankara	44	59	134%
Antalya	27	31	114%
Bursa	100	52	52%
Denizli	50	65	130%
East Med.	N/A	N/A	N/A
Eskisehir	53	36	67,90%
Gaziantep	N/A	N/A	N/A
Istanbul	50	48	96%
Ist. Asia	60	44	73,33%
Izmir	61	56	91,80%
Kocaeli	39	60	153%
Trabzon	16	16	100%

CONVERSIONS

	Applicants	Interviews	Recruited
Adana	270	140	55
Ankara			
Antalya	177	86	31
Bursa	457	86	75
Denizli	212	120	65
Eskişehir	180	140	47
East.Med	N/A	N/A	N/A
Gaziantep	N/A	N/A	N/A
İstanbul	550	138	50
İstanbul Asia	300	116	47
İzmir	565	151	80
Kocaeli	290	210	70
Trabzon	128	68	16

IXP NUMBERS

	GOAL	ACHIEVED
Adana	6	0
Ankara	11	1
Antalya	3	2
Bursa	10	2
Denizli	5	1
Eskişehir	6	1
East.Med	2	0
Gaziantep	6	0
İstanbul	6	0
İstanbul Asia	5	1
İzmir	7	6
Kocaeli	4	2
Trabzon	3	0

NPS DATA

ADANA 54	ANKARA 64	ANTALYA 37	BURSA 41	DENIZLI 34
EAST MED. 1	ESKISEHIR 53	GAZIANTEP 63	ISTANBUL 20	ISTANBUL ASIA 56
IZMIR 42	KOCAELI 24	TRABZON 39	TURKEY 528	

**Number of responses below 10 and it provides us unhealthy data.*

Q2

ADANA 27	ANKARA 28	ANTALYA 13	BURSA 29	DENIZLI 24
ESKISEHIR 31	EAST.MED. 0	GAZIANTEP 34	ISTANBUL 16	ISTANBUL ASIA 42
IZMIR 25	KOCAELI 13	TRABZON 0	TURKEY 282	

**Number of responses below 10 and it provides us unhealthy data.*

ADANA 24	ANKARA 9	ANTALYA 32	BURSA 34	DENIZLI 4
EAST MED. 10	ESKISEHIR 25	GAZIANTEP 7	ISTANBUL 26	ISTANBUL ASIA 29
IZMIR 19	KOCAELI 11	TRABZON 46	TURKEY 276	

**Number of responses below 10 and it provides us unhealthy data.*

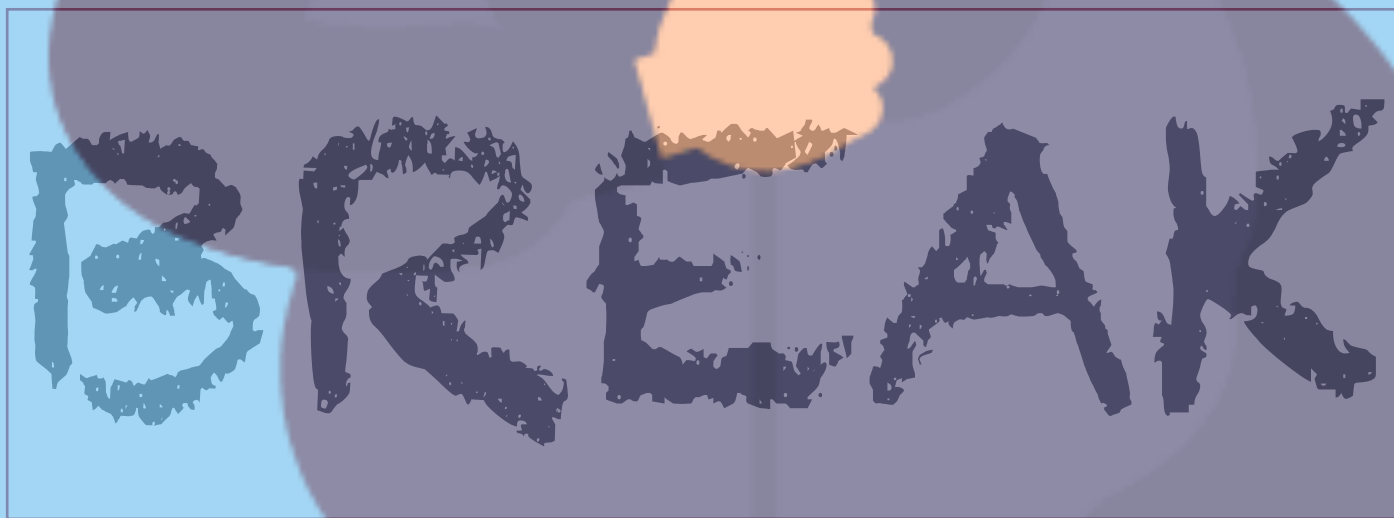
Q1

Q3

NPS DATA

	Q1	Q2	Q3
Adana	-15	19	8
Ankara	6	4	N/A
Antalya	35	15	6
Bursa	-7	7	3
Denizli	6	21	N/A
East.Med	N/A	N/A	10
Eskişehir	-6	6	64
Gaziantep	25	35	N/A
İstanbul	15	38	-12
İstanbul Asia	13	14	24
İzmir	10	36	0
Kocaeli	-8	0	30
Trabzon	44	N/A	35

National Timeline alignment
National competency based selection+Allocation
Welcome AIESEC Meeting
Operational Timeline based Rec.(25 days before)
Member Education Cycle for Induction
Being on same page as all commission

A stylized illustration of a man with a beard and a topknot hairstyle, wearing a dark purple robe. He is holding a rectangular sign in front of his chest. The sign has the word "BREAK" written on it in a dark, textured, hand-drawn font. The letter 'B' is a lighter blue color, while the letters 'R', 'E', 'A', and 'K' are dark blue/black. The background is a light blue sky with a white cloud in the top left and a dark blue ground with two vertical purple lines. The man's legs are visible as two purple lines extending downwards.

BREAK

TALENT MANAGEMENT COMMISSION 2.0

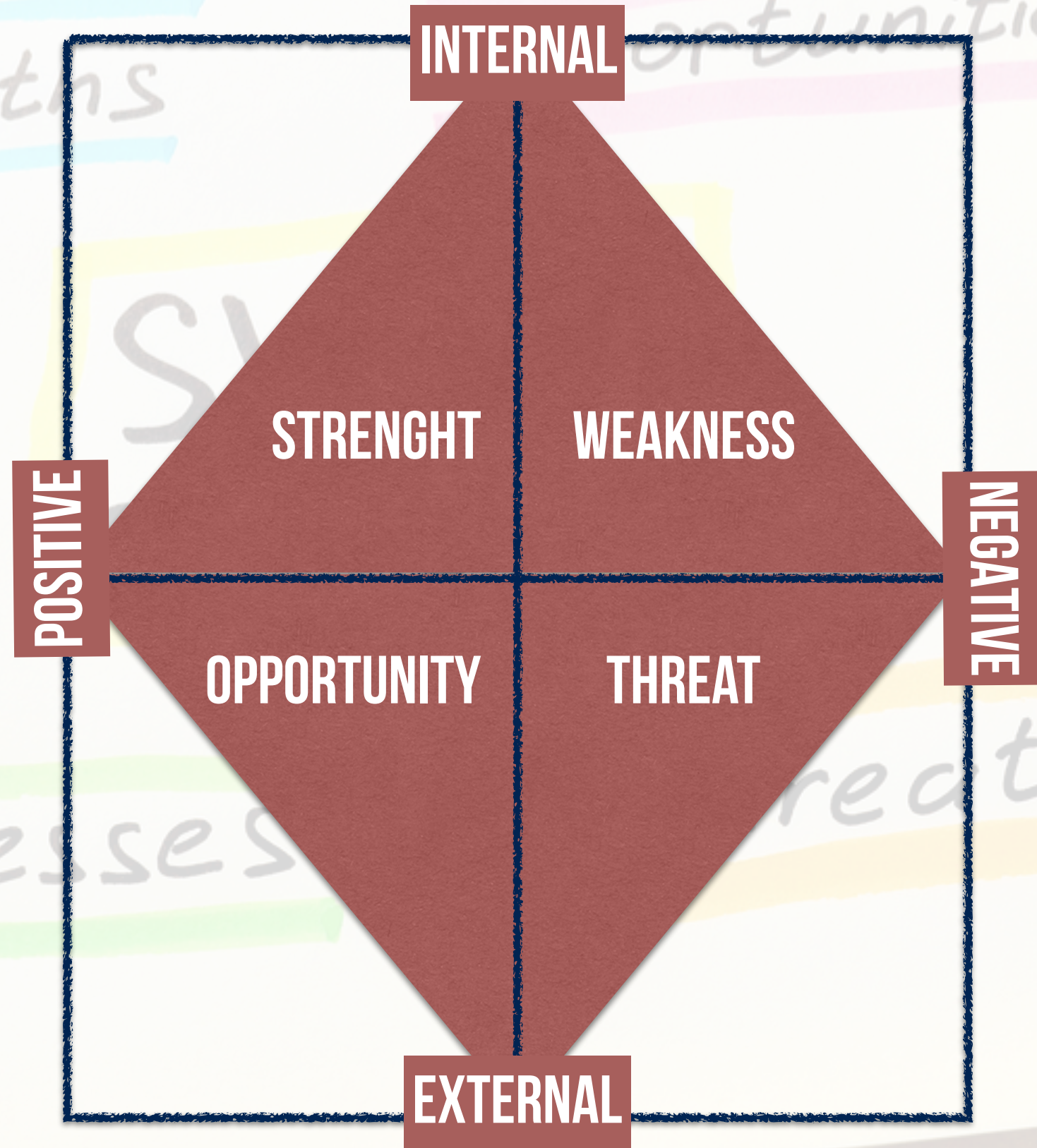
15-18 Assessment

SIT WITH YOUR CREW

**İSTANBUL ASIA
İZMİR
ANTALYA
KOCAELİ**

**BURSA
DENİZLİ
GAZİANTEP
TRABZON**

**ADANA
ESKİŞEHİR
İSTANBUL
ANKARA**



strengths

opportunities

SWOT analysis

weaknesses

threats

strengths

opportunities

SWOT
analysis

First Step: Find your strengths and Opportunities?

Second Step: How can you turn these strengths and opportunities into a key for growth?

strengths

opportunities

15 MINUTES

weaknesses

threats

First Step: Find your weakness/threats?

Second Step: Find ways to overcome these issues.

SWOT analysis

weaknesses

threats

strengths

opportunities

15 MINUTES

weaknesses

threats

strengths

opportunities

PRESENTATION

SWOT
analysis

TIME

weaknesses

threats

strengths

opportunities

20 MINUTES

weaknesses

threats

strengths

opportunities

SWOT GATHERING

weaknesses

threats

WAIT FOR...

TALENT MANAGEMENT COMMISSION 3.0