

Opening video

http://www.youtube.com/watch?feature=player_profile_page&v=c5MKj4phxoA

Welcome to your first day at
General Electric!



Your HR Onboarding Team

- Megan Buwalda

Diversity & Inclusion

- Veronica Humpierres

Recruitment & Staffing

- Stacy Burdette

HR Communications Coordinator

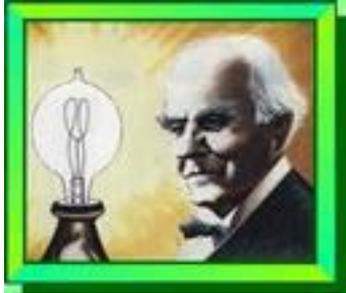


History

- Back in 1876, it started with an idea...
- Who was the originator?



History



- *Opportunity is missed by most people because it is dressed in overalls and looks like work.*
- *Inspiration can be found in a pile of junk. Sometimes, you can put it together with a good imagination and invent something.*
- *If we all did the things we are really capable of doing, we would literally astound ourselves....*

Competition



- Edison General Electric vs. The Thomson-Houston Company
- 1892 two companies combined as General Electric Company
- Charles A. Coffin, former shoe manufacturer was first leader
- Only company listed in the Dow Jones Industrial Index today that was also included in the original index in 1896.
- Who is the current CEO?

Other Basic Facts

- Jeffrey Immelt - Chairman of the Board & CEO
- Headquarters in Fairfield, CT
- Global locations in 160 countries
- Employees worldwide as of 12/2010: 287, 000
- Crotonville, New York, houses the world's first major corporate business school
- Which CEO started the leadership center?



John F. Welch, Jr.

Chairman & CEO, 1981-2001



- Era known as “Neutron Jack” years
- Main strategy was to “fix, sell, or close” each business
- Increased the value of the company from \$13 billion to several hundred billion
- Remaking Crotonville to remake GE

Key Products or Services

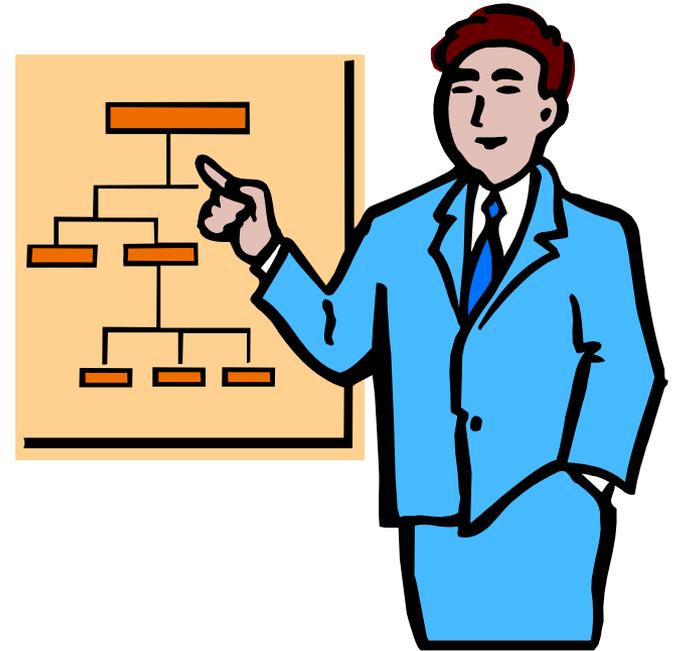
[http://www.youtube.com/watch?v=zjj_UJLKJc
&feature=relmfu](http://www.youtube.com/watch?v=zjj_UJLKJc&feature=relmfu)

Key Products and Services by Product Group

- Appliances
- Aviation
- Consumer Products
- Electrical Distribution
- Energy
- Finance - Business
- Finance - Consumer
- Healthcare
- Lighting
- Oil & Gas
- Rail
- Software & Services
- Water

Structure of HRM by Business

- Energy
- Technology Infrastructure
- GE Capital
- Home & Business Solutions





Why GE?

- GE is renowned for hiring exceptional people and giving them unparalleled opportunities to build their careers and capabilities. There is simply no other company in the world with such a diverse set of businesses in which to work and such a development-focused culture in which to grow.
- We offer our employees challenging, rewarding careers in dynamic businesses. Our people are the architects of the future. We sit in the front seat of history.



Rewards and Benefits



- Competitive benefit packages including health, retirement, tuition reimbursement and employee services.
- Designed to help eligible employees make the best decisions for themselves, their family, and their lifestyle.
 - Example: Take the myhealthIQ test and GE pays you \$100 for living a healthy life
- HealthAhead ‘culture of health’
- We have also developed a global, industry-leading site certification program that will recognize excellence in worksite health.
 - Example: In India, employees took a class on the power of laughter



What do we look for and expect
from our employees?



From the outset, innovation has been part of GE's DNA. That means being surrounded by bright, interesting people working together on new and exciting projects. It means trying to find new and better ways of doing things. And it means enjoying a career with extraordinary opportunities and enormous potential

Global Business



- **Over 160 countries, a world of experience**
- **Needs all around the world, we go where the opportunities take us.**
- **Access to some of the most exciting and dynamic challenges of your lifetime.**

Integrity

- It is how we conduct ourselves and how we do business. ***It is non-negotiable***
- ***How*** we deliver results is as important as the results themselves



Aligning HR with Business Strategy

- At the beginning of each year GE's management and HR teams sit down to review the template of common goals and objectives for the HR function.
- HR continually monitor whether it's delivering the results that were required



HR's contribution to the bottom-line is ensured by integrating it into the company's management system

Leadership and Training



- Education is pervasive at all levels of the organization – over the course of 15 years, our 191 most-senior executives spent at least 12 months in training and professional development.
- Developing the talent of new employees that are crucial to our long-term success.
- GE invests more than \$1 billion annually in training and education offerings.
- **Results:** Increasing leadership capabilities of our own people and ultimately in the value and opportunity generated for our customers and their communities.

Leadership Programs

Entry-Level

- Recent college graduates (real-world experience with formal classroom study)
- Series of rotating assignments — typically over a period of two years
- Young professionals receive accelerated professional development, world-class mentors, and global networking that cuts across GE's businesses.

Experienced

- Experienced professionals who wish to accelerate their careers
- The programs position high-potential talent in collaboration with some of the top innovators in their fields
- Intensive on-the-job development in the areas of Corporate Audit, Human Resources and Sales and Marketing.

John F. Welch Leadership Development Center

- Cutting-edge thinking in organizational development, leadership, innovation and change.
- Established in 1956, the 53-acre corporate learning campus was the first of its kind in the world.
- The Crotonville campus attracts the world's brightest and most influential minds in academia and business.
- Pilgrimage to Crotonville for current employees becomes a defining career event.
- The facility's meandering outdoor walkways and recreation areas were designed to encourage exploration and spontaneous connection with other learners.
- Today the Welch Leadership Center continues its legacy, serving as a powerful organizational force that commissions each of our employees with an important reminder: *to never stop learning.*

Succession Planning



- Annual ‘Session C’ leadership and organizational talent reviews.
- The CEO and vice president of HR meet with leaders and heads of HR from across different business units. In each session, they review the talent pool and organizational focus of each unit in order to understand the future leadership potential coming through GE.
- Many of GE’s division presidents are highly sought after by top headhunters in the US
 - Example from 2001 when the president of GE’s US appliance division announced he was leaving to head up another company: Given the focus on succession planning in its Session C reviews, GE was able to announce his successor on the same day as his decision to move on. Furthermore, the company announced at the same time who would take up all the positions created down the line as a result of the promotion..

Recent Awards

[Global 100 Most Sustainable Corporations in the World](#)

Corporate Knights January 2010

GE tops the 2010 Global 100, ranking #1 in a comprehensive report analyzing corporations which have been most proactive in managing environmental, social and governance issues.

[The World's 25 Most Inventive Companies](#)

BusinessWeek January 2010

With over 20,000 patents filed over the last decade alone, BusinessWeek ranks GE among the world's most inventive companies.

[World's Best Companies for Leaders](#)

Fortune November 2009

Fortune ranks GE among the world's top companies for leaders, recognizing a company-wide commitment to developing leadership talent.

Corporate Culture

We believe that life at GE leaves you a better person than when you first walked through our doors. Our culture is all about providing everyone who works here with the opportunities to exercise their responsibility, integrity, and creativity while growing themselves, their careers, and our business.

- We attract leaders with vision, passion, sensitivity to the worlds issues
- High performance culture
- Volunteerism
- Diversity and inclusiveness
- Leadership & Learning



World's Best Company for Leaders

At GE, leadership development is always evolving. And in the interest of changing with the times, six months ago, the company started to examine what it means to be a leader in the 21st century.

GE instituted "leadership dialogues" to look at the issue, and participants ranged from top management to academics. Conversations have focused on the importance of networking, defining company stakeholders more broadly, and inspirational leadership.

And though the results aren't finalized just yet, the company plans to incorporate the findings into its leadership development process.



Work and Life Balance

- GE is committed to enabling a healthy balance between the two. GE encourages our people to meet their work commitments while balancing their own life responsibilities.
- Flexible work arrangements are an integral part of the way we conduct business. We also offers many programs and resources to support employees including financial management, family counseling and more.

Giving Back

GE coordinates volunteer efforts company-wide by keeping a close eye on societal needs and inviting all employees to build stronger communities where we live and work. Our employees volunteer over 1 million hours of community service every year, discovering opportunities through our online Volunteer Portal or in their own neighborhoods. And during Global Community Days, we coordinate our efforts company-wide to address urgent projects around the world.

GE Foundation has led millions of volunteer hours from our employees to the worldwide community

We match employees donations over \$25 to eligible non-profit organizations



Diversity & Inclusiveness



As a global company with operations in more than 100 countries, diversity isn't merely a noble idea — it's the reflection of our business. Every day, GE works to ensure that all employees, no matter where they are located in the world and no matter where they come from, have an opportunity to contribute and succeed.

One of the key ways for encouraging dialogue and progress in our diversity efforts are GE's affinity networks and employee groups:

- African American Forum
- Asian Pacific American Forum
- Gay, Lesbian, Bisexual, Transgender and Ally Alliance
- Hispanic Forum
- Veterans Network
- Women's Network

The Spirit & The Letter

Every day, everyone at GE has the power to influence our company's reputation — everywhere we do business. The Spirit & The Letter helps to ensure that, after more than 125 years, we still conduct our affairs with unyielding integrity.

Employment is subject to reading, accepting, and following these guidelines.

<http://files.gecompany.com/gecom/citizenship/pdfs/TheSpirit&TheLetter.pdf>

GE Code of Conduct

- Obey the applicable laws and regulations governing our business conduct worldwide
- Be honest, fair and trustworthy in all your GE activities and relationships
- Avoid all conflicts of interest between work and personal affairs
- Foster an atmosphere in which fair employment practices extend to every member of the diverse GE community
- Strive to create a safe workplace and to protect the environment
- Through leadership at all levels, sustain a culture where ethical conduct is recognized, valued, and exemplified by all employees

Employee Responsibilities

- Understand GE Policies
 - Gain understanding of all policy requirements
 - Learn the details of the policies relevant to your job
- Raise your Concerns
 - Promptly raise concerns about potential violations
 - Understand various channels for raising integrity concerns
 - If a concern you raise is not resolved, pursue the issue! Raise it through another channel

Leader Responsibilities

- Prevent Compliance Issues
 - Identify risks
 - Provide education
- Detect Compliance Issues
 - Implement control measures such as dashboards
- Respond to Compliance Issues
 - Take prompt corrective action
 - Take appropriate disciplinary action
 - Consult with legal counsel and make appropriate disclosures

Any questions?

