

Talent

"I have been working as HR Manager at Neways Leeuwarden for one and a half years now. I find it a really varied job. The nice thing about this subsidiary is that we combine our down-to-earth Frisian mentality with a readiness to consider new ideas. We want to organise things properly here, so we explicitly look for new initiatives that improve our processes.

Last year, leadership development was one of the areas of focus. We also worked hard to implement the Lean Leadership Model and the Neways DNA model. In collaboration with Triodin, we have set up a follow-up programme for the Lean Leadership Model, which allows us to track personal development progress. Each manager completes a self-assessment procedure to determine: 'Where am I at the moment, where do I want to be in two years' time and what areas do I need to develop?'

We focus on employer branding and a personal approach to attract new talent. For example, we are currently setting up a collaboration with the municipality of Leeuwarden and the technical schools in the region. The time when you could find an employee who already has all the skills you need is well and truly behind us. We look for colleagues who match our team's profile well and then invest a great deal of time and energy in them. So we consciously look for employees who have the desire and competencies to develop the skills required for a specific position."

CONNECTING PEOPLE AND TECHNOLOGY

FAMILY FEEL

EXPERTISE

TALENT

ONE NEWAYS

KLASKE VELTMAN

MANAGER HR

NEWAYS LEEUWARDEN