

???????????????????? (Leadership Development)aa

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???????? 1: ???

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“?????????????????”??

????????????????????????????:

- ????????????? Talent: ?????????????
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- ??????????????????????????:
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- ??????????????????????????????: ????? Gen Y ??? Gen Z
???????????????? “?????????”???????? “????” ??? “?????” ?????????????

????????????????????????????:

- ???
- ?????????????????????????????
- ????????????????????? (Knowledge Loss) ?????????????????????????

???????? 2: ????????????????????????? 70-20-10

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1. 70% – ????????????????????????? (Experiential Learning)
?? “????????????”

- ??????????????????: ?????????????????????????????????????
- Job Rotation: ??? (????
????????????????????????)
- Stretch Assignment: ???
???? “????”????????????

2. 20% – ????????????????????? (Social Learning)
??

- ????? Mentor: ?????????????????????????????????????
- ????? Coach: ?????????????????????????????????
- Peer Learning:
??

3. 10% – ????????????????????? (Formal Learning)
???????????????????????????????? e-Learning

- ????????????????? (Management Courses): ?????????????????,

