

TALENT MANAGEMENT IN THE TECHNOLOGICAL WORLD: EUROTUX CASE

Marlene Silva – CEOS-P.PORTO / Eurotux Informática, SA , Portugal

mssilva@iscap.ipp.pt; mss@eurotux.com

Daniela Costa – Eurotux Informática, SA, Portugal

ddc@eurotux.com



www.eurotux.com

CEOS.PP
CENTRE FOR ORGANISATIONAL AND
SOCIAL STUDIES OF POLYTECHNIC OF PORTO

MOVING BUSINESS FORWARD

AGENDA

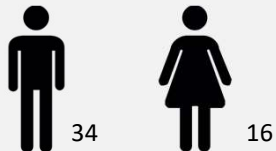
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- 5** EXPECTED RESULTS

HOW IT ALL BEGAN

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- Created in 2000, as an initiative of teachers of the University of Minho.
- Provides IT solutions suited to customers' needs.
- Privileged positioning in Open Source technology.

- 50 employees, 80% of whom have a degree or a master's degree in Computer Science.



Specialized in planning, integration and implementation of IT systems.

Awards and certifications:

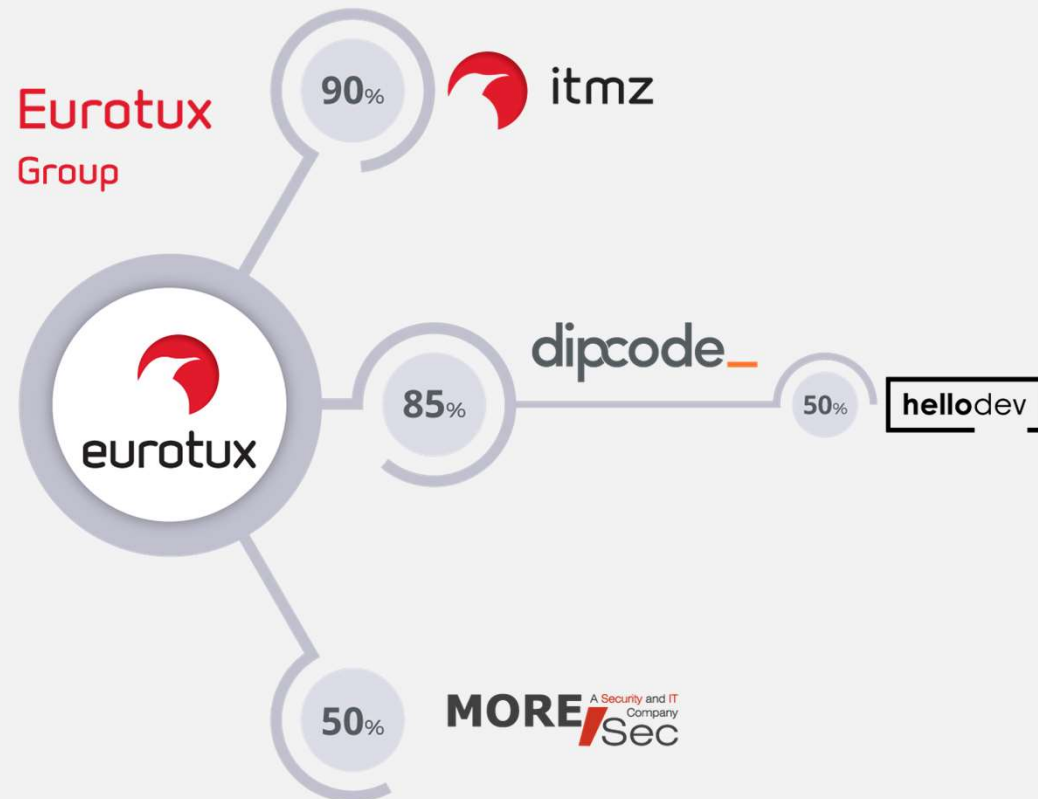
- ISO 9001
- PME Excelência
- PME Líder



EUROTUX GROUP

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Eurotux Group is composed
by:



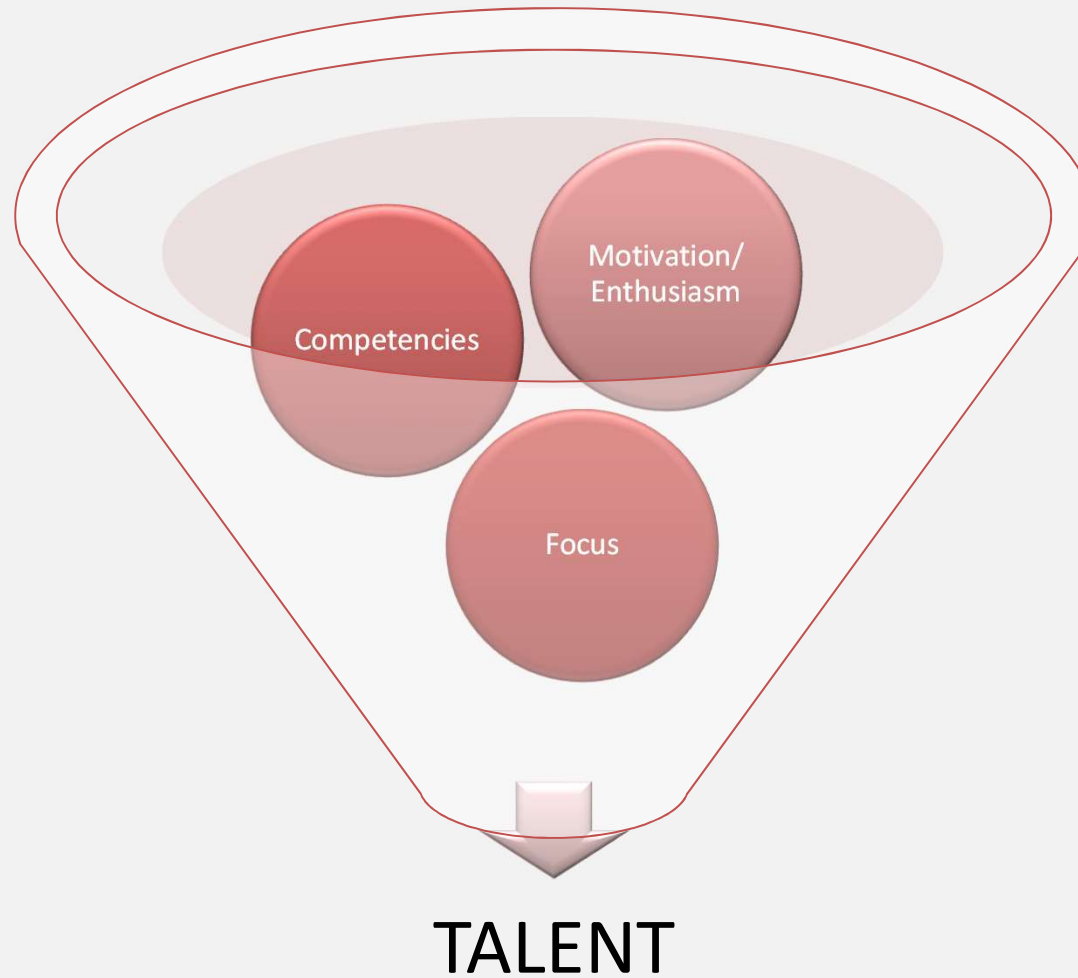
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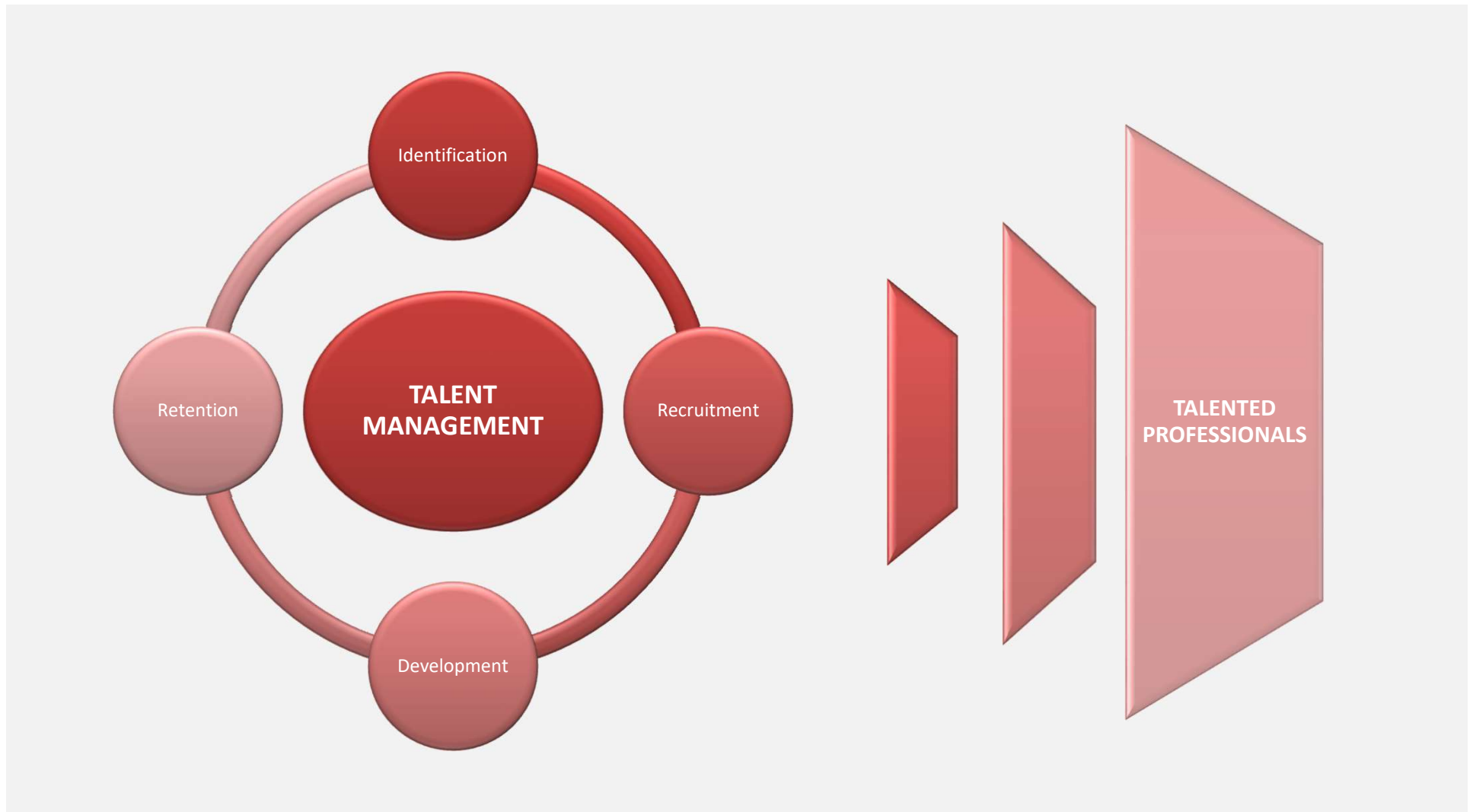
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EUROTUX TALENT MANAGEMENT STRATEGIES

Talent relationship management

e.g.

- Taskforce
- Annual balance meeting
- Head evaluation

Talent audit

e.g.

- Annual balance meeting
- Regular department meetings
- Evaluation feedback meeting



EUROTUX TALENT MANAGEMENT STRATEGIES

Performance management

e.g.

- Development evaluation
- Training plans
- Benefits and awards management

Attraction and retention policies and programs

e.g.

- Departments reorganization
- investment in job fairs and connection to the academic environment
- Benefits management
- Reinforcement of internship opportunities



EUROTUX TALENT MANAGEMENT STRATEGIES

Learning and development

e.g.

- Training program
- Certifications
- Career levels
- Tux Team Commit
- Promotion of meetups and Tuxteachings'

Career management


e.g.

- Departments reorganization
- Career evolution definition
- Migration between projects and departments



EXPECTED RESULTS





Thank you!

Gracias!

Obrigada!