

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
12 December 2024

Subject
Advice on Proposed framework and
process Strategic Workforce Planning ESE

Our reference
ESE/FR0058

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Dear Dean, dear Patrick,

The Proposed framework and process Strategic Workforce Planning ESE was presented to the School Council in their meeting on 2 December 2024, for feedback and advice.

During the meeting, the personnel section of the School Council raised the following considerations and asked the MT:

- To take into account the relation of the Strategic Workforce Planning, Recognition and Rewards and the outcome for the next development cycle. It is suggested to give people tools at the start of the development cycle as staff is not yet accustomed to this way of working.
- To share the outcome of the pilot with the SC as it will probably make the plans more concrete. Another suggestion is to make avatars of the profiles to make them more vivid.
- To consider the concerns of the English-speaking staff regarding their employment in the light of the proposed laws on internationalization.

With this letter I wish to inform you that the personnel section of the School Council advises positively on the Proposed framework and process Strategic Workforce Planning ESE.

Yours sincerely,



Arnold Kirchyunger
Chair of the personnel section of the School Council

cc. Mario van Boven
cc. Marie Hélène de Windt