

HXM Fulfilling Corning's Talent Strategy Aspirations

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Corning Inc.

Founded:

1851

Headquarters:

Corning, New York

Employees:

~50,000 worldwide

2021 Core Sales:

\$14.1 billion (at rate of 107 ¥/\$)

Fortune 500 Ranking (2021):

263

Corning Incorporated is one of the world's leading innovators in materials science. For 170 years, Corning has applied its unparalleled expertise in glass science, ceramic science, and optical physics to develop products and processes that have transformed industries and enhanced people's lives.

Display
Technologies

Optical
Communications

Environmental
Technologies

Specialty
Materials

Life Sciences

CORNING

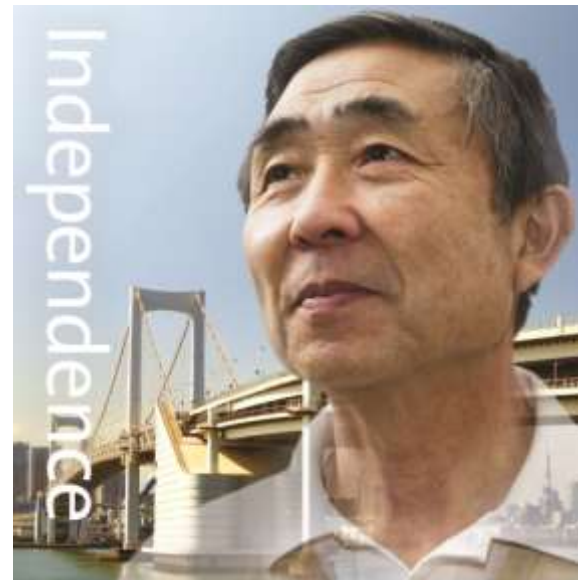
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Our Mission:

Another 170 years of
innovation and
independence...

...and a world that is
better because of
our efforts

A Clear Set of Corporate Values



All seven,
All the time,
All around the world.

People Strategy & Technology

Corning's People Strategy and Technology group is laser focused on providing technology solutions that not only meet the learning, growth and development goals of both our employees and our businesses but that do so while delivering exceptional value, exceptional employee experience and overall operational excellence.

Design Advisory/Early Adopter Collaborations:

- Manager View Toggle (Work Zone)
- Recruiting Dashboards (Work Zone)
- Position Management via UI5 Card
- Onboarding Guided Experience
- **Opportunity Marketplace Integrations**
- **Center of Capability Integrations**
- Continuous Performance Management
- Productivity Tools – M365 (CPM / WZ)

Supporting Focus on Skills

- At a time when the relevance of skills is rapidly decreasing, learning agility can and should provide a competitive advantage for Corning.
- Center of Capabilities/Capabilities Portfolio
- Opportunity Marketplace

Center of Capabilities

Foundation for Opportunity Marketplace

Current State



Employees can rate their capabilities via a performance form or career worksheet.

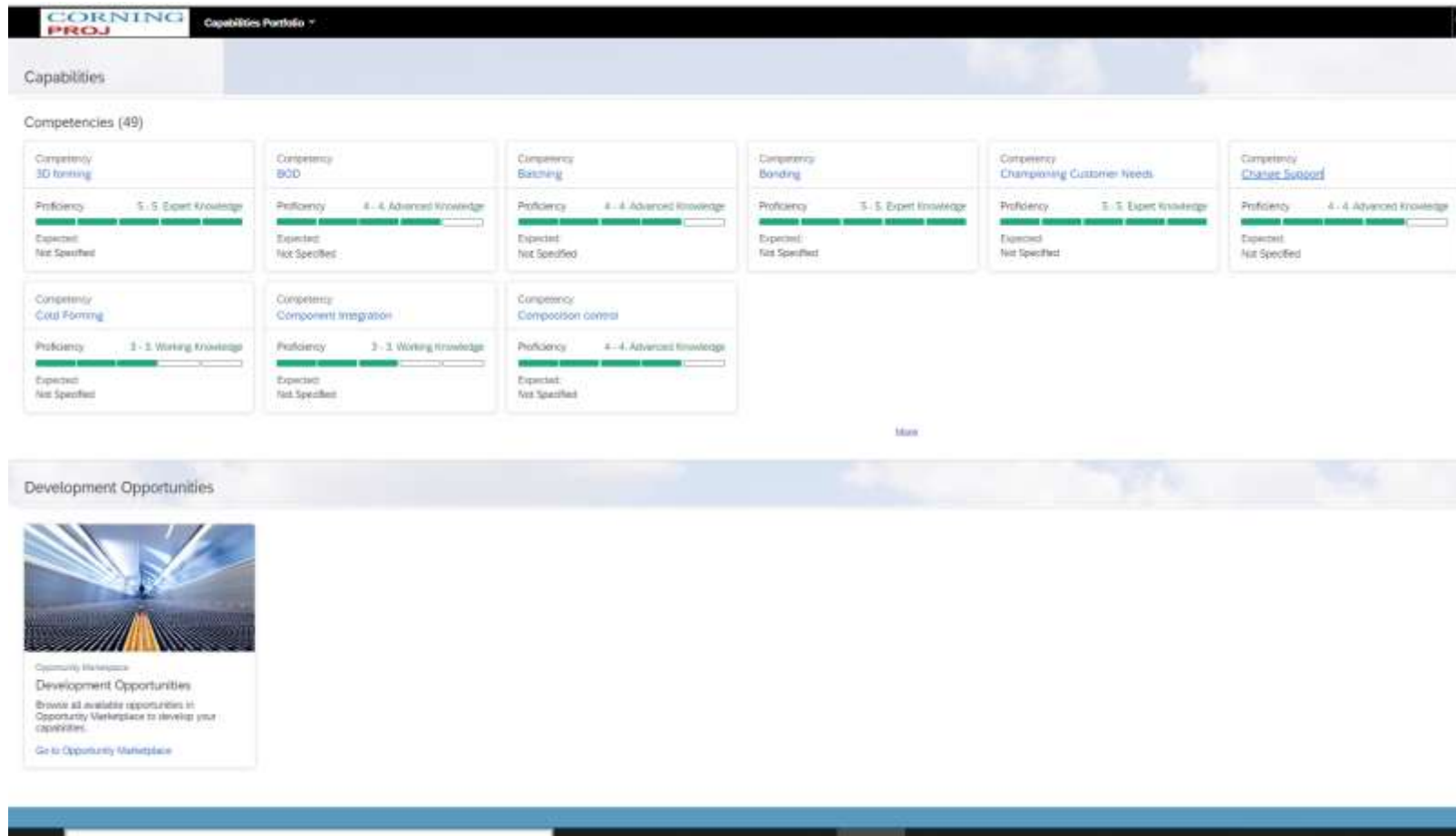


Configuration allows the for either the employee or the manager rating to be the 'final' and displayed.

Expected Future State

- Employees can rate via a form but can also simply search for skills/capabilities they are interested in, not tied to a position or form and can rate themselves.
- Option to include 'Too soon to rate' which indicates an expressed interest.
- Addition of machine learning algorithm.

Center of Capabilities/Capabilities Portfolio



Capabilities Portfolio

Capabilities Portfolio / Championing Customer Needs

Championing Customer Needs

Competency
Source: By User

Description

Calls attention to issues that impact customer satisfaction; views thing from the perspective of customers when making decisions

Proficiency Rating

Proficiency

[View All Proficiency Levels](#)

✓ Proficiency Level History

- Jun 14, 2022
Source: Career Development Planning Review
Proficiency Rating: 5 - 5. Expert Knowledge

Proficiency Levels

Unrated: Refers to capabilities that are not yet rated.

Too New to Rate: Too New to Rate refers to capabilities that are too early to be evaluated.

1 - 1. Awareness:

2 - 2. Developing Knowledge:

3 - 3. Working Knowledge:

4 - 4. Advanced Knowledge:

5 - 5. Expert Knowledge:

Done

Opportunity Marketplace

- Current Integrations:
 - 'Broaden Your Experience'
 - Configured 'Assignments'
 - Learn New Skills
 - Static Integration with LMS
 - Connect With People
 - Static Integration with Mentoring
 - Explore Career Options
 - Static Reflection of Job Role Mapping/Career Worksheet

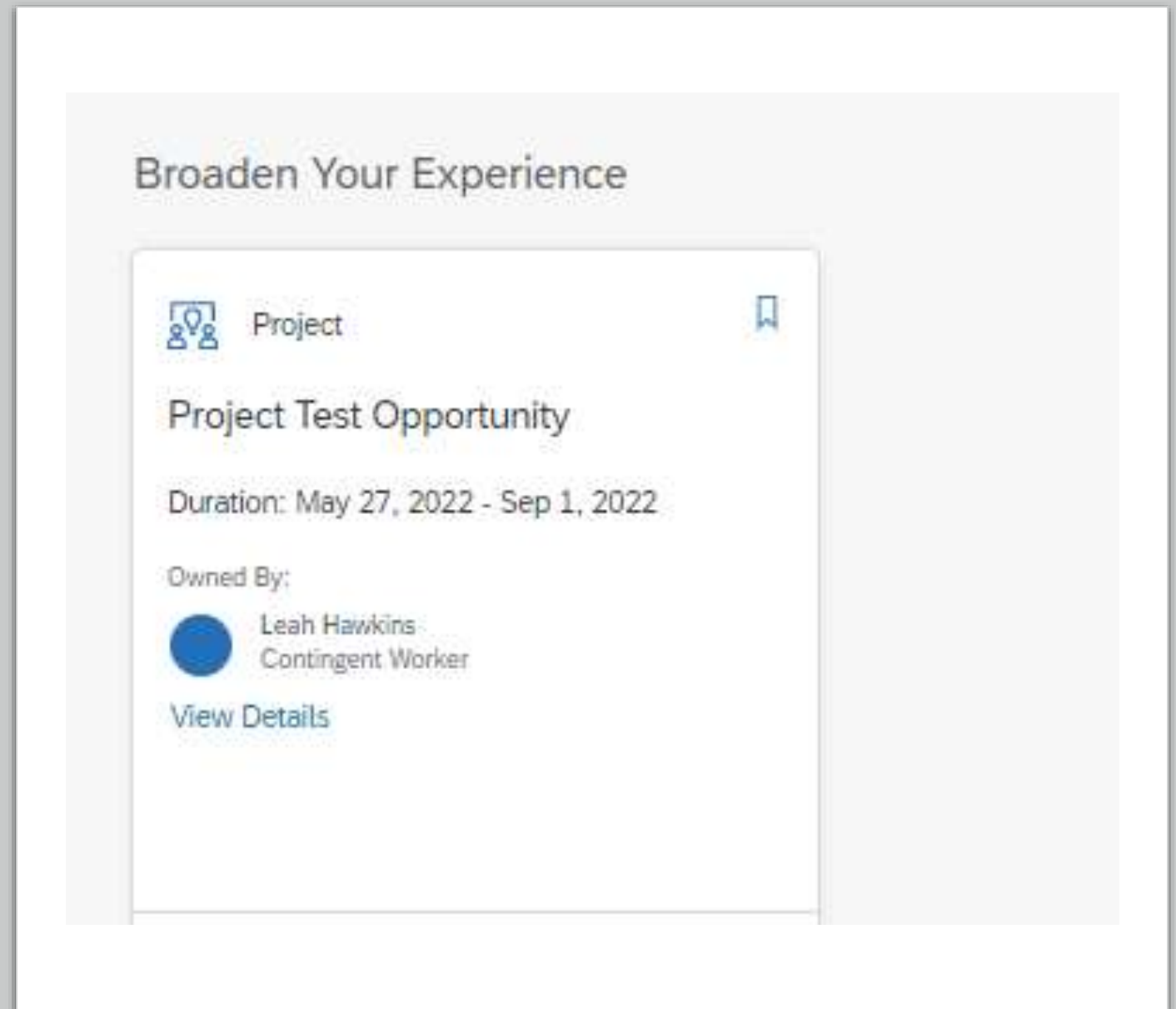
Opportunity Marketplace

Current State:

- Static list of opportunities presented

Anticipated Future State:



- 'Matched' opportunities presented




Opportunity Marketplace

- **Current State:**
 - Peer to peer learning recommendation
- **Anticipated Future State:**
 - 'Matched' learning recommendations

Learn New Skills


 Learning 



DIVERSITY, EQUITY & INCLUSION

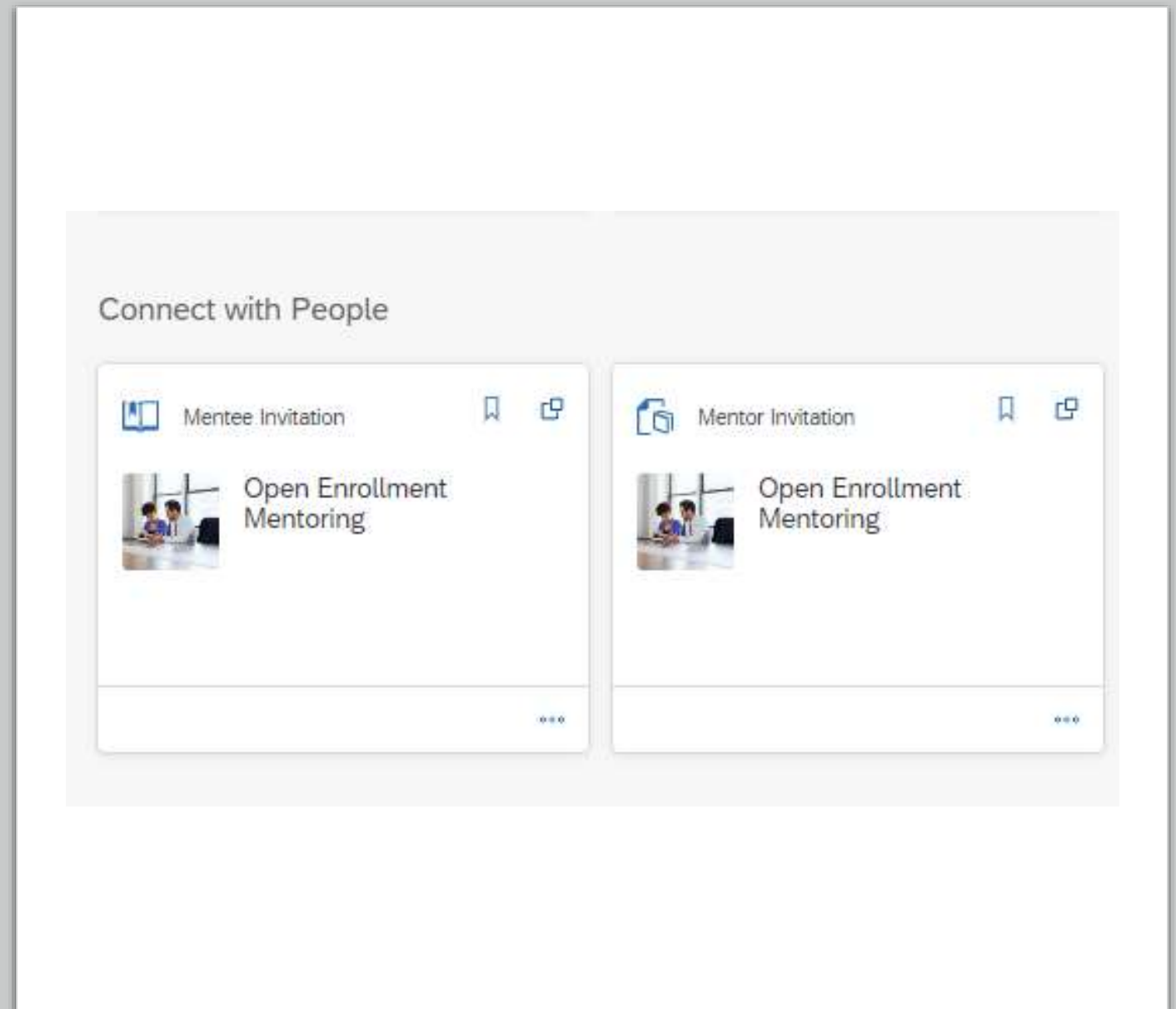
A Great Place to Work for All: A 21st-Century Framework for...

Online • 0 hour(s), 7 minute(s)

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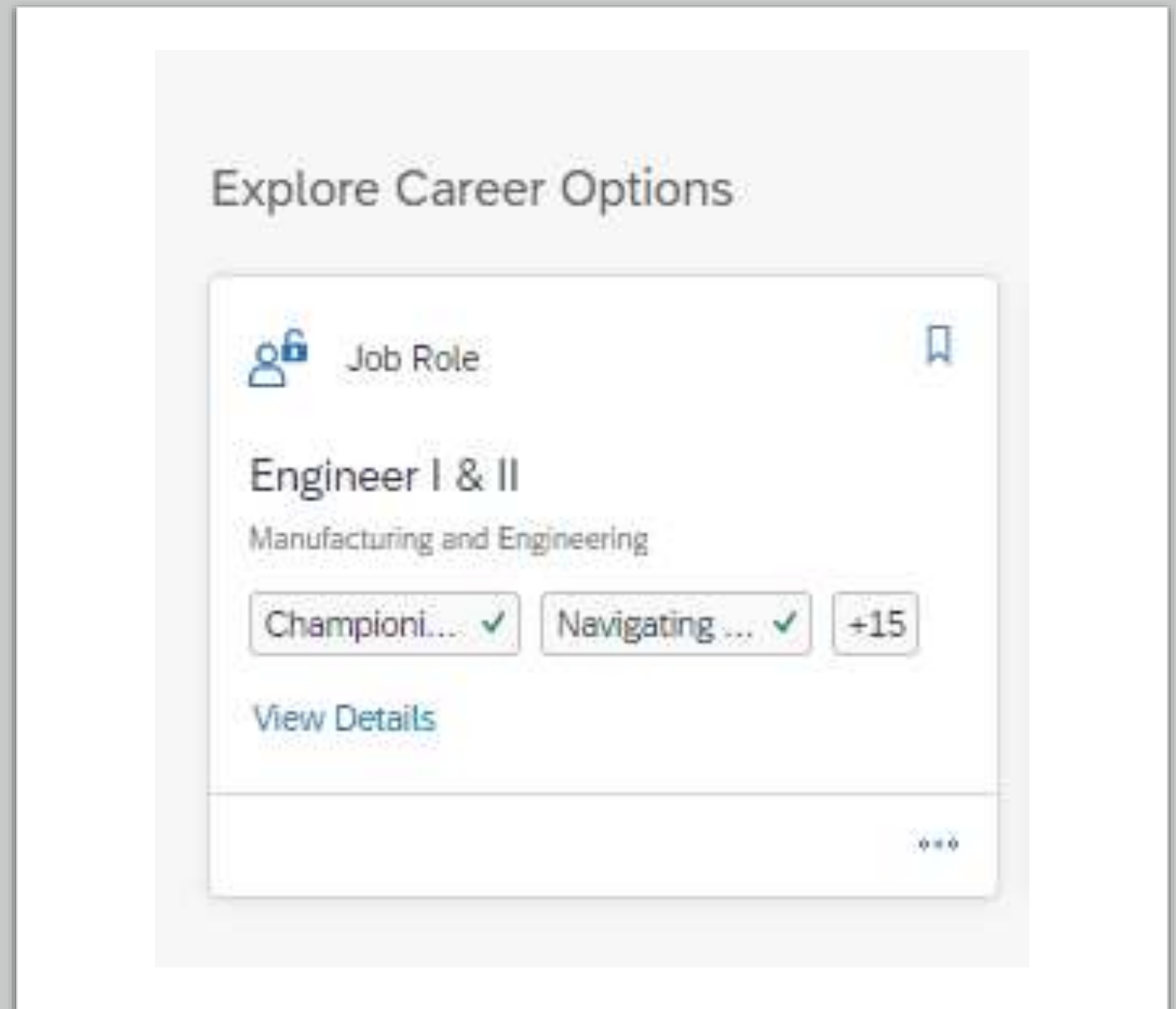
Opportunity Marketplace

- **Current State:**
 - Static Mentoring opportunities
- **Anticipated Future State:**
 - 'Matched' mentoring recommendations *



Opportunity Marketplace

- **Current State:**
 - Static role options based on current role profile mapping
- **Anticipated Future State:**
 - 'Matched' roles and open positions *



More To Come...

- Ability for Employees to Search/Rate
 - No need for forms
- Machine Learning Algorithm
 - Dynamic learning recommendations
- Integration with Recruiting Module
 - Early Adopter – Beta Testing
- Meaningful Analytics allowing tracking from the employee as well as business perspective
 - Capabilities/skills identified as priority

Aspirational Future State – What if....

- If Opportunities were recommended based on skill needs/identified development opportunities?
- Mentors/Mentees could be dynamically matched based on skills/needs/interests and not as part of a static initiative?
- If Learning opportunities were recommended based on skill ratings, courses completed, recommendations, business priorities and needs based on job role exploration/availability?
- If potential roles/open positions were presented based on whole self profiles?
- Skill needs/assessment could be tracked from a job requisition through succession module with robust analytics

Thank You!

How to Connect with Me

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