

Profile

ROSAWAN PIPITMETHANONT



ACADEMIC BACKGROUND:

Master's degree

University of Wisconsin, USA.,
Human Resources Development (HRD)
Major: Training and Development
GPA: 3.74

Bachelor's degree

Chulalongkorn University
Economics
Major: International Economics
Minor: Labor Economics
GPA: 3.09

CERTIFICATION:

Competency based Interview, APM
Competency based Management; TMA
Talent Mgt. /Succession Planning: Watson Wyatt

AREA OF EXPERTISE:

Competency based Training & Development
Performance Management & KPI
Talent Management & Succession Planning

PROFESSIONAL EXPERIENCE:

Nov.2015 - Now:

Instructor and Consultant in HRD

The Clients: Chulalongkorn Hospital, Thapline,
Electrical Institute, NetONE Solution. Co. Ltd.,etc.

2011 – Nov. 2015:

Assistant Vice-President, HRD

Gulf Energy Development

- Supervised all HRD function
- Set up and implement Core, Managerial and Functional Competency for the whole organization (Head Office and 13 Plant across the country)
- Designed training annual plan and roadmap
- Implemented Individual Development Plan for all employees
- Organized and conducted training
- Set up a succession plan for plant successor
- Other assignments as assigned

2008 -2011:

HR Business Partner and Recruiter

FORD MOTOR (Thailand)

- End-to-end recruitment and selection
- HR business partner for Purchasing and Merchandising

2004- 2008:

Talent and Career Planning Manager

CP ALL (7-11)

Competency based Management Project:

- End-to-end Competency implementation
- Designed framework for job rotation within job family and across job family

Talent Management and Succession Planning:

- Implemented 360 degree assessment
- Implemented the career preference survey
- Identified talent pool in 9 grid

Training and Development:

- Training need identification
- Competency gap analysis.
- Designed training plan and roadmap related to Individual Development Plan.
- Organized and conducted competency based training

Recruitment and Selection:

- Competency based selection
- Trained line manager how to use the competency based interview to select the right people.
- Worked closely with APM consulting designed the assessment center for management trainee project.

Other HR tasks:

- Conducted the orientation at all level
- Conducted exit interview
- Individual Development Plan
- HR consultant for subsidiaries such as CPRAM, Counter Service as assigned
- Guest speaker for subsidiary and outside companies
- Initiated project called stress management for employees.

2001- 2004:

Trainer

Training Department,

Thai Airways International Public Company Limited

- Trained staff at all level
- Analyzed the training need based on competency
- Developed training lesson plan and designed courses
- Organized and facilitated training courses
- Conducted in-house training such as Service Excellence, Creative Thinking, Teambuilding courses, etc.
- Evaluated the effectiveness of training courses

2000-2001:

HR Analyst

Competency Project

Bangkok Bank

- Focused on Competency based recruitment and selection
- Worked with HR team and consultant from New Zealand to develop competency based interview techniques and tools.
- Conducted a focus group with line managers
- Did the benchmarking in Thailand and Overseas
- Implemented the competency based recruitment and selection
- Trained competency based interview technique to line managers

