

# PURCHASING PRACTICES BEYOND 2020

29.11.2019 | 09:00 – 16:00 น. โรงแรม อโนมา แกรนด์ กรุงเทพฯ ถนนราชดำริ



**PSCMT**  
PURCHASING & SUPPLY CHAIN MANAGEMENT  
ASSOCIATION OF THAILAND | SINCE 1988

Member of



**IFPSM**  
INTERNATIONAL FEDERATION OF PURCHASING & SUPPLY MANAGEMENT



## KWANTA

## TORUNGRUANGYOS

Senior Human Resource Manager  
COLGATE – PALMOLIVE COMPANY

# OKR journey in Colgate Thailand

November 2018



# Know about Colgate-Palmolive



4 categories



**Head office:**  
Klongteoy

**Plant:**  
Bangpakong:  
Chonburi



# How to get OKR



Global E2E Supply Chain  
**B-SHARP**  
Operating Principles

- B**uild a “business first” mindset
- S**hare our voice with our partners
- H**ead to the future with new technologies
- A**ccelerate growth on the ground
- R**einforce rapid decision making at the right level
- P**romote coaching and transparent communication



*“To be a good partnership with align environment”*

*HR Bangpakong mission*

# OKR in HR Department

	TASK TITLE	START DATE	DUE DATE	Score	progress
<b>Objective 1 Improve internal employee engagement job satisfaction</b>					
KR	Conduct 3 monthly "Fun Friday" all hands meetings with motivational speakers	1/10/19	31/12/19	1	0.67
KR	Celebrate "small wins" and any type of progress every single week	1/10/19	31/12/19	1	0.67
KR	Reach weekly employee satisfaction score of at least 4.5 point	1/10/19	31/12/19	1	0.67
<b>Objective 2 Improve the quality of our HR team's work</b>					
KR	Organize 3 training for HR employees	1/10/19	31/12/19	1	0.67
KR	Completed all HR WI 100%.	1/10/19	31/12/19	1	0.67
KR	Training all HR team to acknowledge on all HR procedure 100%	1/10/19	31/12/19	1	0.67
<b>Objective 3 Self educate in area related to beng a great HR</b>					
KR	Take 2 online video course on HR professional	1/10/19	31/12/19	1	0.8
KR	Read daily on HR topics	1/10/19	31/12/19	1	0.8
KR	Conduct a surevey among colleagues to evaluate areas of improvement in my work	1/10/19	31/12/19	1	0.8
<b>Objective 4 Brand Engagement</b>					
4.1	Conduct career day seminar in 3 schools	1/10/19	31/12/19	1	0.67
4.2	Organize an open career day at university in 3 university	1/10/19	31/12/19	1	0.7
4.3	Redesign and publish our careers and jobs website section.	1/10/19	31/12/19	1	0.6





*Thank you*

Email: [Kwanta\\_torungruangyos@colpal.com](mailto:Kwanta_torungruangyos@colpal.com)

Tel: 081 9401545