



Advancing Wind Power in Illinois Conference 2009

Lionel Sweeny

Suzlon Wind Energy Corp.

How to Get a Job in Wind Energy Breakout Seminar

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Career Transition



Lionel Sweeny
VP of Human Resources



www.suzlon.com



Global Reach




Company History


- Our owner transitioned from the textile industry
 - Textile production is an energy intensive industry
 - Wind power was an opportunity to stabilize cost and impact profits
- Today Suzlon is one of the world's top five suppliers of wind power solutions
 - Ranked third in the U.S. market share
 - Positioned as vertically integrated corporation



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Wind Energy Opportunities



Construction, Operation, and Manufacturing

- Build out Regional Infrastructure
- Enhance Site Operations
- Alignment of Processes (Best Practices... ISO, PCMM)

Construction - 40%	Operations – 40%	Manufacturing – 20%
Site Management •Regional •Individual Sites	Site Management •Regional •Individual Sites	Site Management •Production Managers •Team Leaders
Technicians •Construction •Commissioning	Field Support •Service Technician •Engineers	Production Workers •Quality Management •Process Management
Project Management •Construction •Planning	Service Monitoring •Engineers •Technicians	Planning •Supply Chain •Production Scheduling

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Global Opportunity




Diversity is Key for our Wind Power team


- People give Suzlon its energy, culture and ideas
- A team of more than 14,000 employees
 - Spread over five continents, 21 countries, and drawn from over 22 nationalities
 - Truly multicultural and multi-ethnic
- Looking for the “best” of all worlds... WoW etc.



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How To Transition




- Preparing to Transition
 - Your Options (competency and skills assessment)
 - The Transition (Align the Opportunity)
- My Personal Transition

Government Electronics	Telecommunications	HR Outsourcing
<ul style="list-style-type: none"> •PWB Design – Semiconductor •Systems Analyst – IT •Human Resources Specialist - HR <ul style="list-style-type: none"> •Organization Design •Change Management 	<ul style="list-style-type: none"> •Human Resources Manager <ul style="list-style-type: none"> •Site Management •Manufacturing/Engineering •Human Resources Director <ul style="list-style-type: none"> •Regional Management •Sales/Distribution •Global Human Resources Director <ul style="list-style-type: none"> •Global Management •Finance/IT/Legal 	<ul style="list-style-type: none"> • Consultant - Center of Excellence (COE) <ul style="list-style-type: none"> •Change Management •Org Design •Customer Consulting <ul style="list-style-type: none"> •50/50 •Process Management •Project Management


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Transition Candidates



- Industry specific candidates
 - Semiconductor – electrical competencies and skills
 - Telecommunications – electrical competencies and skills
 - Automotive – manufacturing competencies and skills
- Other candidates
 - Military (returning, retired...)



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