El teu potencial, la nostra passió.™

Microsoft®

O teu potencial, nosa paixón.™

Microsoft®

Zure potentziala, gure pasioa.™

Microsoft®

Microsoft®

Your potential. Our passion.™

Tu potencial, nuestra pasión.™

Microsoft®

Jorge Calviño y Jose Luis Calvo

GREF

- Ciclo de RRHH (Performance) – 20’
- Gestión de conocimiento (Formación) – 20’

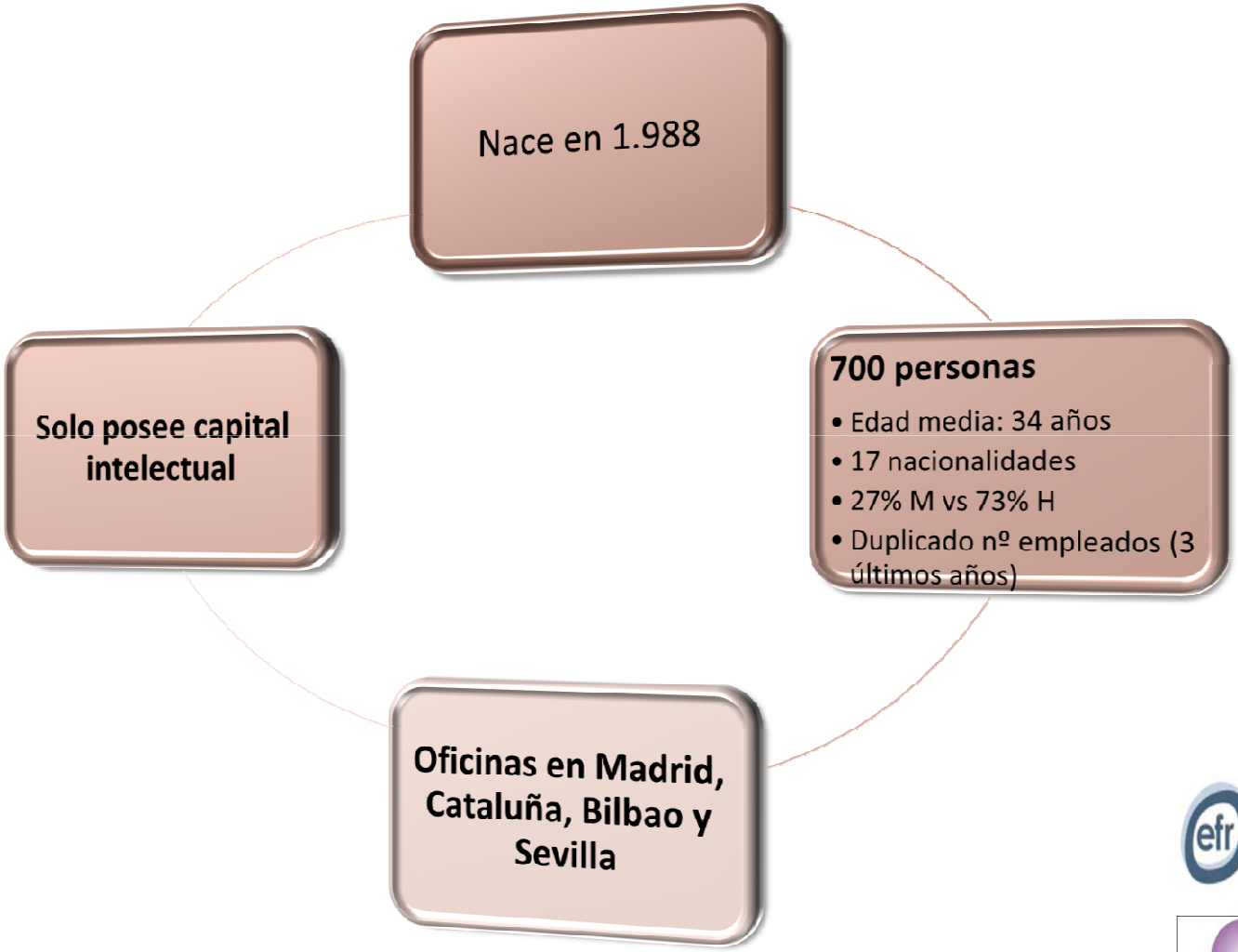
Innovando desde 1975

"Un ordenador en cada mesa de trabajo y en cada hogar"

MICROSOFT

Presidente y CEO: Steve Ballmer
Chairman: Bill Gates

Microsoft Ibérica



empresa familiarmente responsable

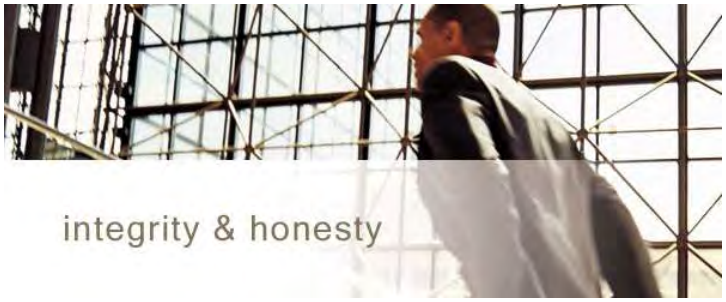
Optima

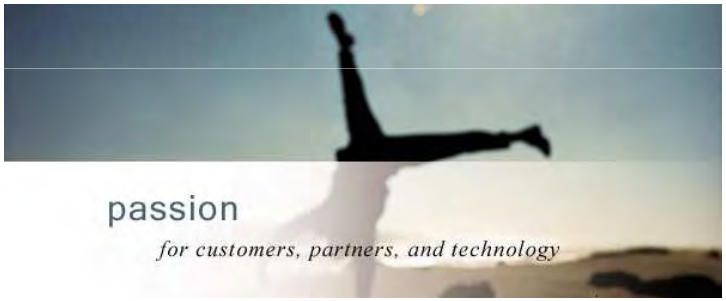
BEST WORKPLACES ESPAÑA 2008

Nuestro Modelo de Negocio

Nuestra Cultura Corporativa

Nuestros valores





Nuestra Misión en RR.HH.

- Colaborar en los procesos de captación, desarrollo y retención de l@s mejores profesionales del sector

- Contribuir a la creación de un entorno de trabajo donde l@s emplead@s puedan realizar su potencial

- Ser parte y socios del negocio (Business Partners)

Nuestro Modelo Integral de Recursos Humanos

La base de nuestro modelo (nuestra plataforma de gestion de Talento)

Competencias

Conjunto de comportamientos que diferencian el rendimiento excepcional

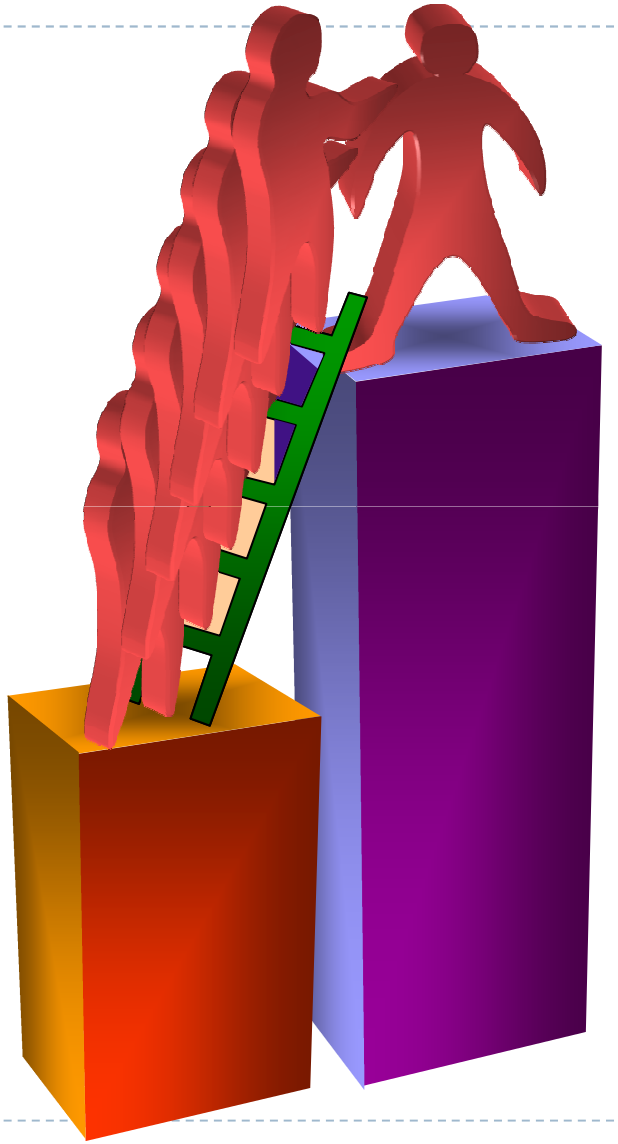
Experiencias

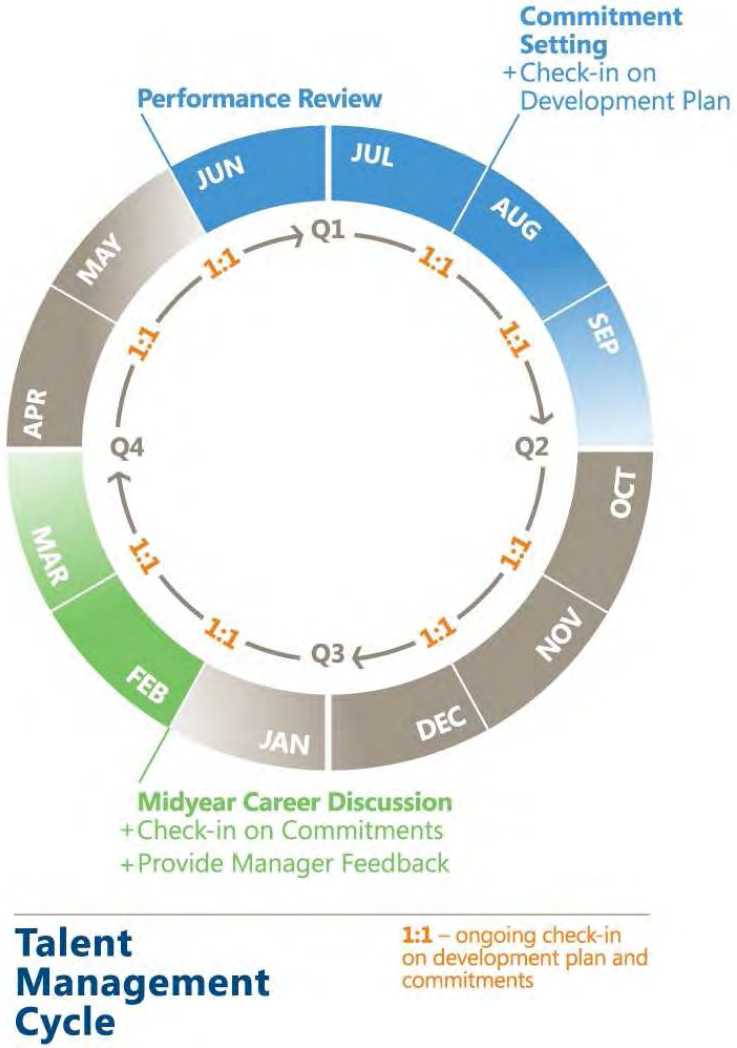
Bloques de construcción para aprender y crecer

Perfiles de Nivel de Carrera

Career Stage Profiles (CSPs). Qué se espera en el nivel actual y cómo ir al siguiente nivel en el camino de la carrera elegida

Nuestro ciclo de Gestion del talento

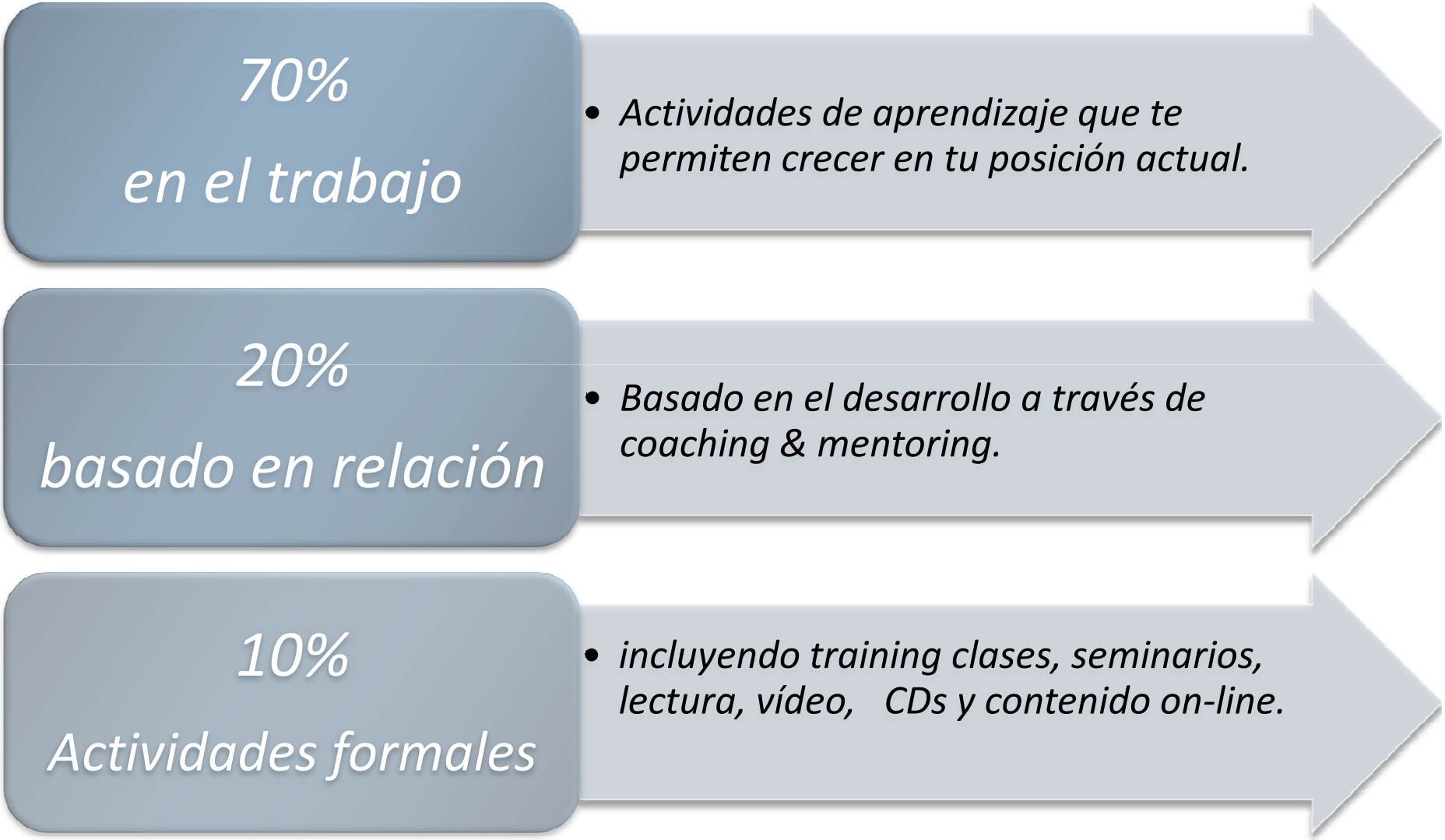




Gestión del rendimiento

El proceso del "performance management" proporciona una forma estructurada para que los empleados obtengan información sobre su desempeño, establece compromisos concretos para el futuro y el plan de crecimiento profesional. Es un proceso continuo que fomenta la comunicación entre los empleados y los managers.

Nuestro Modelo de Aprendizaje



Una colaboración a 3 bandas

Empleado

Autoevaluación, planificación y seguimiento a través de actividades de desarrollo acordadas sobre la base de la alineación de los intereses de negocio del empleado, sus habilidades y sus conocimientos con las necesidades empresariales de Microsoft

Manager

Contribuye mediante el coaching, proporcionando perspectiva, y con la explicación de las necesidades de la organización y las prioridades del negocio. Durante los debates sobre la carrera y el desarrollo profesional, el papel del manager es apoyar los esfuerzos del empleado encaminados a alcanzar el máximo potencial en Microsoft.

Microsoft

Apoya la colaboración entre los empleados y los managers creando un entorno en el que todos los empleados puedan hacer su mejor trabajo. Microsoft ofrece herramientas, recursos, y estructuras de apoyo al proceso de desarrollo de la carrera profesional.

HRWeb
CareerCompass

Feedback Help

HRWeb | Pay and Benefits | Performance | Career | Staffing | Life at Microsoft

Welcome Jose Luis Calvo Salanova

My Tasks

As you continue your career development throughout the year, you can update your career and development plan, experiences, and self-assessments at any time.

1. **Verify Career Model**
   - Career Model Assignment
2. **Update Career Plan**
   - Career Plan — Saved 2/25/2009
3. **Update Experiences**
   - Experiences — Saved 2/25/2009
4. **Assess Development Needs**
   - Career Stage Profile — Submitted 3/15/2010
   - Competencies — Submitted 3/15/2010
5. **Update Development Plan**
   - Development Plan — Saved 2/28/2008

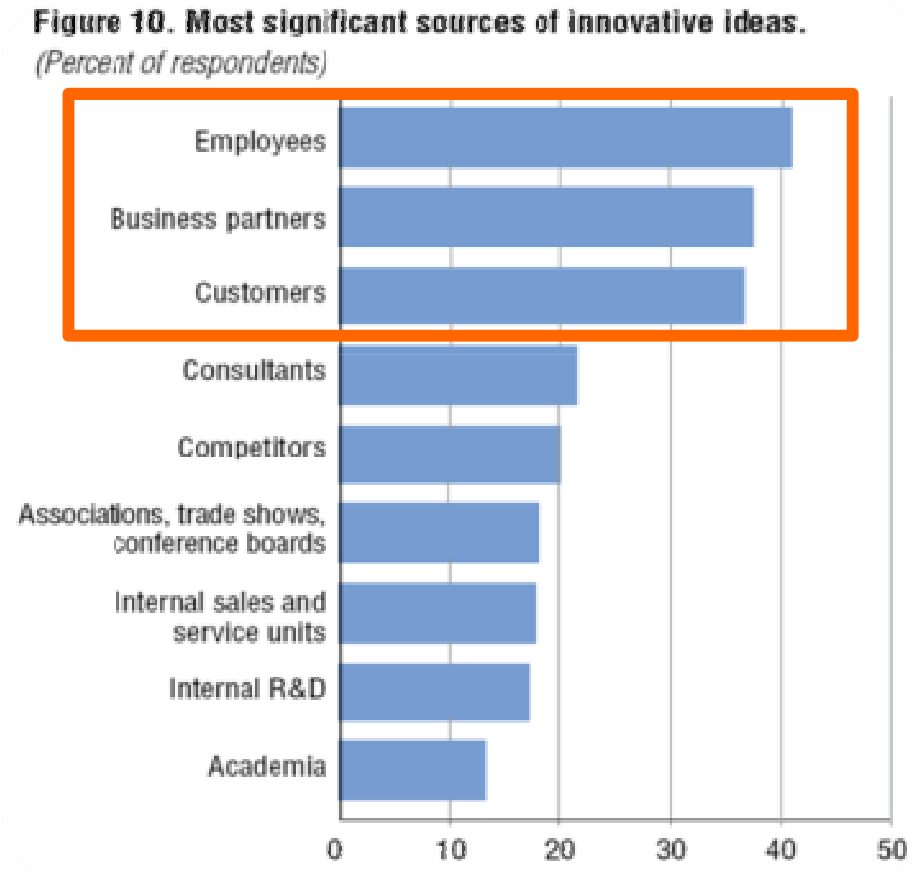
Getting Started

Use CareerCompass to build and maintain your career development plan, evaluate your long- and short-term career aspirations, and determine what steps you can take to achieve these goals.

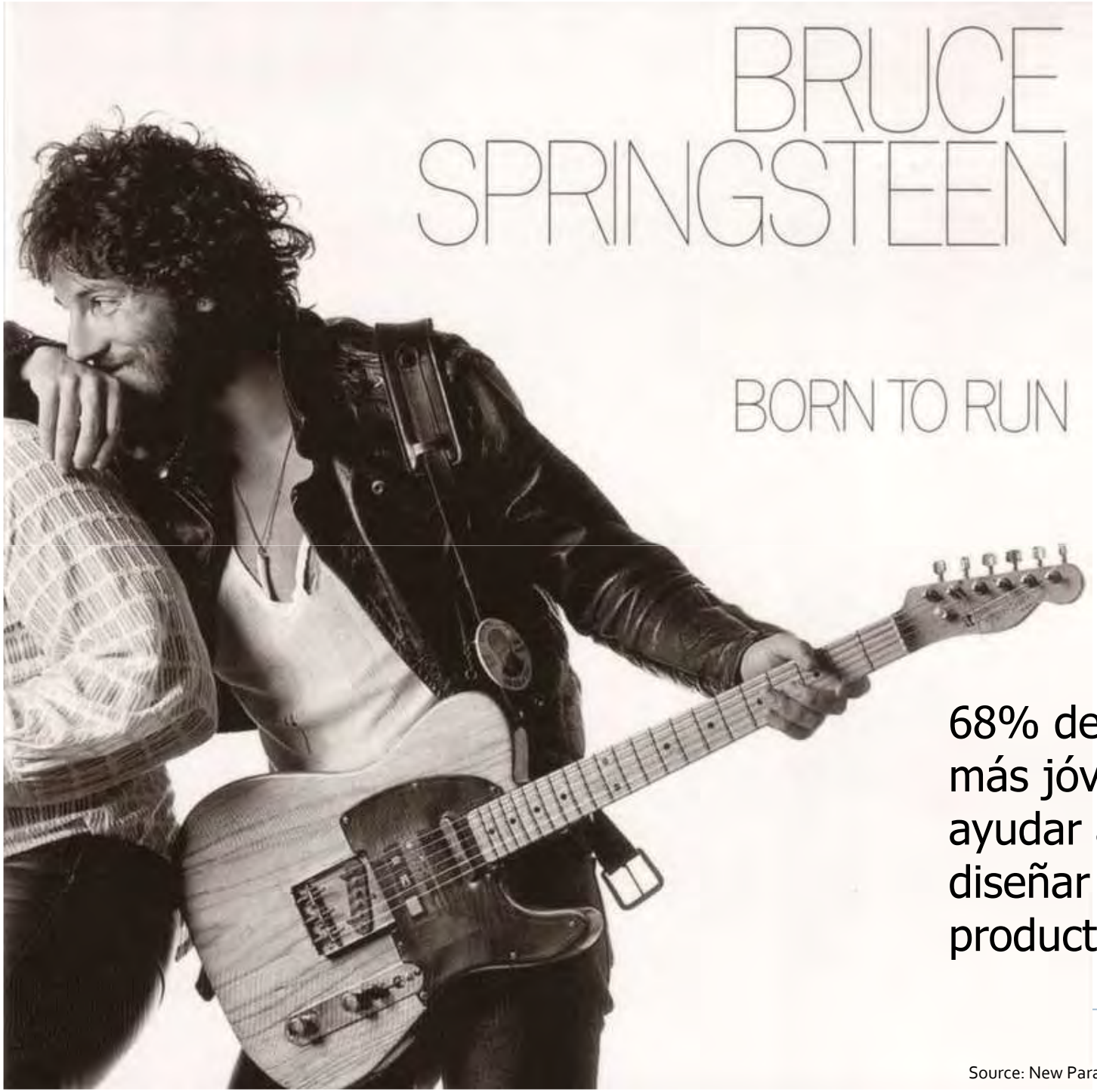
To start, click a link in the My Tasks section.

- View your summary
- View your assessment history
- Allow someone else to work on your behalf

¿Dónde están las fuentes de la innovación?



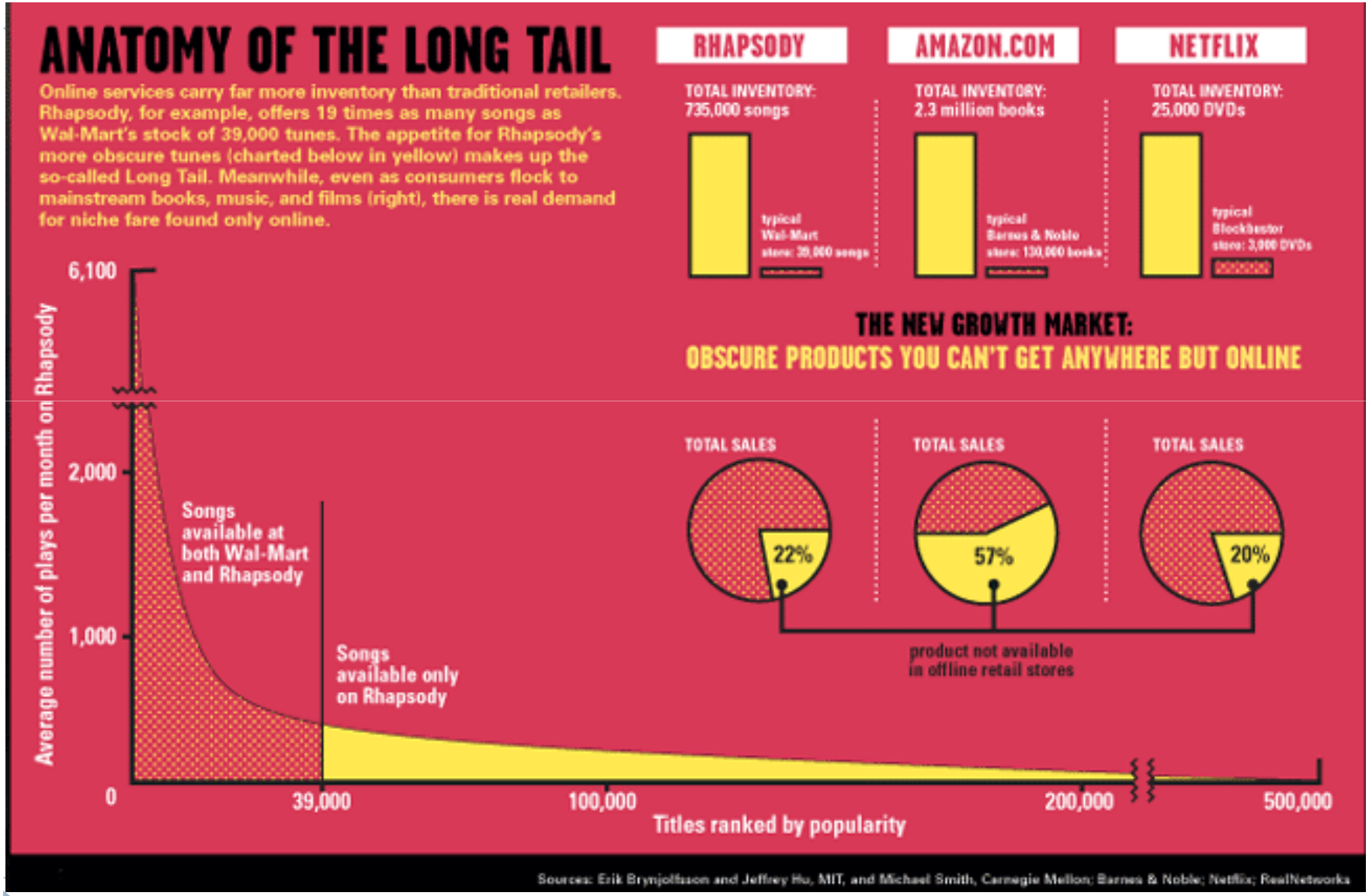
Source: GBS 2006 CEO Survey



68% de los empleados más jóvenes desean ayudar a sus empresas a diseñar nuevos productos y servicios

Source: New Paradigm

Long Tail vs. Pareto



C4LPT

CENTRE FOR LEARNING & PERFORMANCE TECHNOLOGIES

Resource Centre

Tools Directory | Top Tools | Connexions | Readings | Articles/Presentations

102 tweets

retweet

The Emerging List of Top 100 Tools for Learning 2010

based on **118** contributions so far

The list will be finalised on 17 October 2010

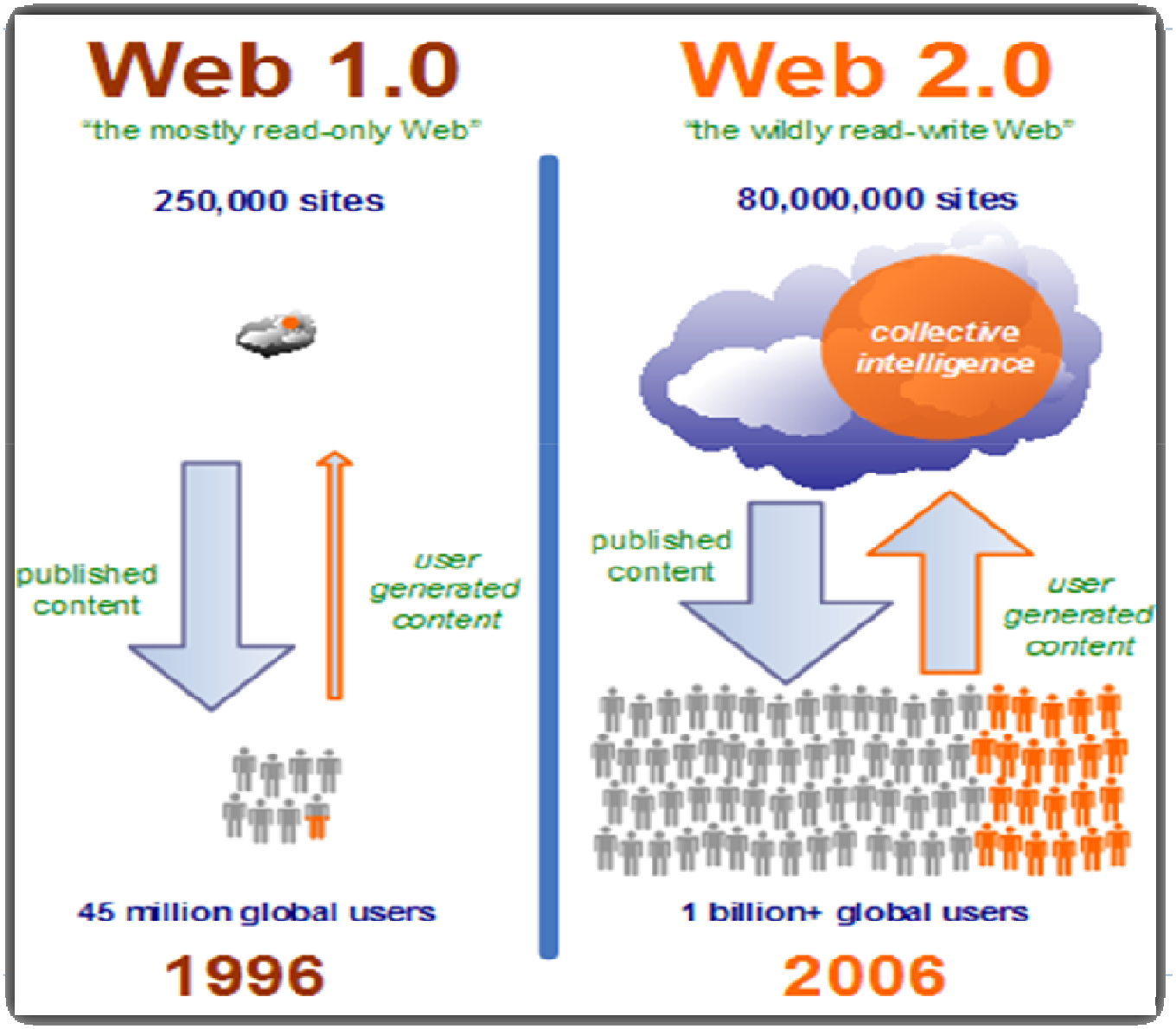
CLICK HERE TO SHARE YOUR TOP 10 TOOLS & HELP TO BUILD THIS LIST

Here are the tools that have achieved 2 or more votes so far

KEY
Links to previous years' lists at 2009, 2008 and 2007
F = Free, C= Commercial, W = Windows, M=Mac, S=Server, O = Online
Cells shaded blue are new tools on the list this year
Cells shaded green are tools back on the list year

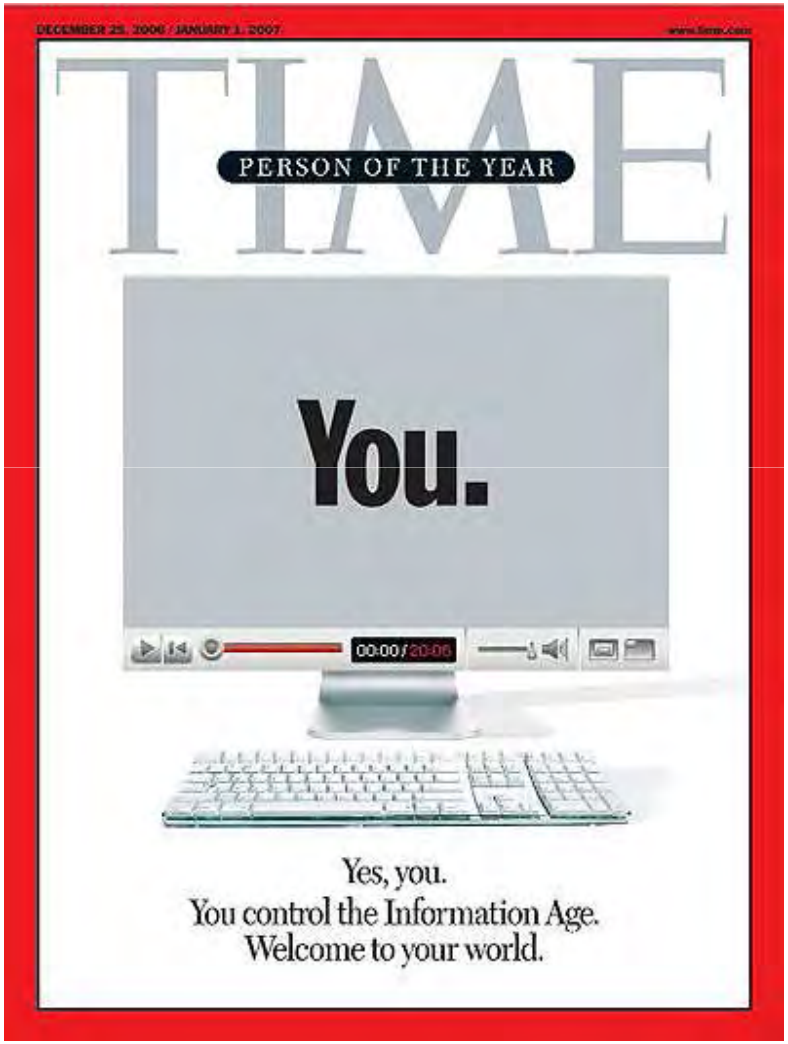
2010	2009	2008	2007	TOOL			# Votes
				Name	Platform	Cost	
1	1	11	43=	Twitter Microblogging tool	O	F	86
2	3	18	22=	YouTube Video sharing site	O	F	54.5
3	5	7	14	Google Docs Office suite	O	F	51
4	2	1	2	Delicious Social bookmarking tool	O	F	39
5=	7	20	31=	Slideshare Hosting presentations	O	F	31.5
	4	3	7=	Google Reader RSS / Feed reader	O	F	31.5
7	6	5	6	Wordpress	O	F	31

Evolución a Web 2.0



Difusión y Conversación

¿Una moda?


DECEMBER 25, 2006 / JANUARY 1, 2007
TIME
PERSON OF THE YEAR
You.
Yes, you.
You control the Information Age.
Welcome to your world.

¿Una moda?

¡NECESITAMOS VACACIONES PARA RECUPERARNOS DE LA NAVIDAD!
eljueves
www.eljueves.es
La revista que sale los miércoles
¡LOCOS POR EL facebook!
¡VAYA MIERDA! ¡300 AMIGOS, Y NO PUEDO GORREAR NI UN PUTO CIGARRO!
MAIKEL & MONTEYS

¿Otra burbuja?

Twitter Appears Set to Raise $100 Million, Valuing It at $1 Billion

By BRAD STONE
Published: September 24, 2009

SIGN IN TO

No es para todos

ELPAIS.com › Edición impresa › Gente ›

"Antes una revisión pública de mi próstata que estar en Facebook"

14/09/2009

Vota ☆☆☆☆☆ | Resultado ★★★★★ 1 votos

Qué claro lo tiene George Clooney. El actor, que está en el Festival de cine de Toronto, dijo ayer: "¿Qué si quiero tener una página en Facebook? Déjame pensar. Preferiría que un tipo con manos muy frías me hiciese un examen de próstata en directo en televisión a tener una página de Facebook".

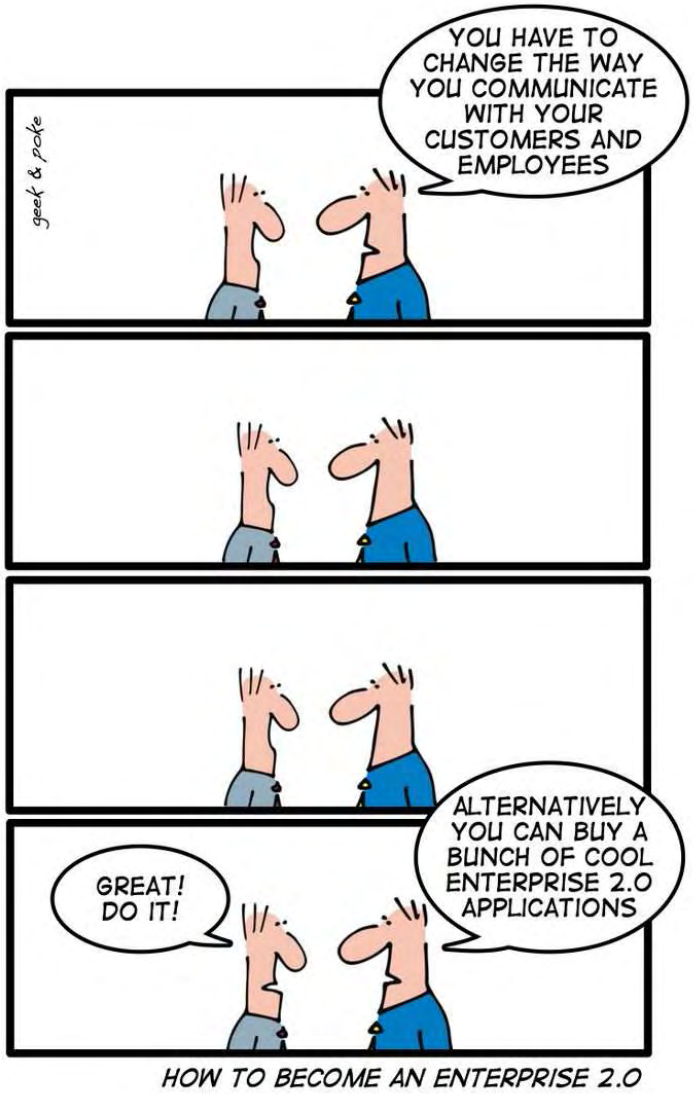
PARA SUSCRIPTORES
edición en PDF
Descubre nuestro visor de la edición impresa.
Permite visualizarla y descargarla
ver demo
› SUSCRÍBASE

George Clooney
A FONDO
Nacimiento: 06-05-1961
Lugar: Lexington

La noticia en otros webs
webs en español
en otros idiomas

ampliar

Cambio en la forma de comunicarse



Pero herramientas útiles

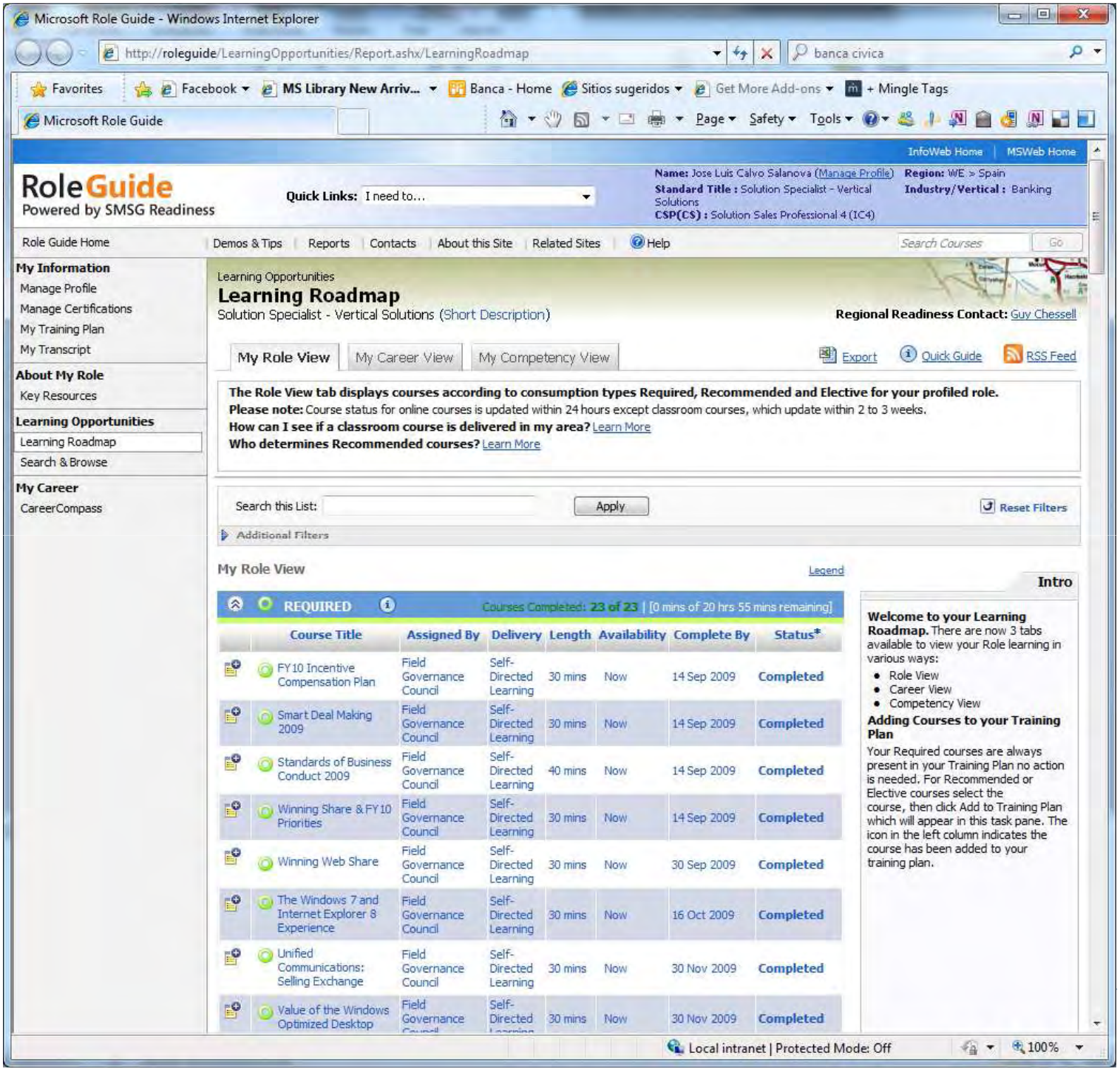
"En el Consejo de Ministros tenemos ordenadores, pero en realidad no los usamos"

El Rey y Moratinos visitan la tecnología modélica del Gobierno de Estonia

PABLO XIMÉNEZ DE SANDOVAL | **Tallin** 05/05/2009

Vota ☆☆☆☆☆ | Resultado ★★★★½ 50 votos

En el salón donde se reúne el Gobierno de Estonia no hay papeles, sólo ordenadores portátiles. Situado en el piso superior de un palacio en la parte más alta de Tallin, las reuniones del Ejecutivo las iluminan dos balcones con una impresionante vista del Báltico. Don Juan Carlos, acompañado del ministro de Exteriores, Miguel Ángel Moratinos, fue recibido allí esta mañana por el primer ministro estonio, Andrus Ansip, que les explicó el funcionamiento de uno de los sistemas de gobierno electrónico más modernos del mundo. "Nosotros, en el Consejo de Ministros, tenemos ordenadores, pero en realidad no los usamos", fue el comentario del Moratinos.


Microsoft Role Guide - Windows Internet Explorer
http://roleguide/LearningOpportunities/Report.ashx/LearningRoadmap
banca civica
Favorites
Facebook
MS Library New Arriv...
Banca - Home
Sitios sugeridos
Get More Add-ons
+ Mingle Tags
Microsoft Role Guide
Page
Safety
Tools
InfoWeb Home
MSWeb Home
RoleGuide
Powered by SMSG Readiness
Quick Links: I need to...
Name: Jose Luis Calvo Salanova (Manage Profile)
Region: WE > Spain
Standard Title : Solution Specialist - Vertical Solutions
Industry/Vertical : Banking
CSP(CS) : Solution Sales Professional 4 (IC4)
Role Guide Home
Demos & Tips
Reports
Contacts
About this Site
Related Sites
Help
Search Courses
Go
My Information
Manage Profile
Manage Certifications
My Training Plan
My Transcript
About My Role
Key Resources
Learning Opportunities
Learning Roadmap
Search & Browse
My Career
CareerCompass
Learning Opportunities
Learning Roadmap
Solution Specialist - Vertical Solutions (Short Description)
Regional Readiness Contact: Guy Chessell
My Role View
My Career View
My Competency View
Export
Quick Guide
RSS Feed
The Role View tab displays courses according to consumption types Required, Recommended and Elective for your profiled role.
Please note: Course status for online courses is updated within 24 hours except classroom courses, which update within 2 to 3 weeks.
How can I see if a classroom course is delivered in my area? Learn More
Who determines Recommended courses? Learn More
Search this List:
Apply
Reset Filters
Additional Filters
My Role View
Legend
REQUIRED
Courses Completed: 23 of 23 | [0 mins of 20 hrs 55 mins remaining]
Course Title
Assigned By
Delivery
Length
Availability
Complete By
Status*
FY10 Incentive Compensation Plan
Field Governance Council
Self-Directed Learning
30 mins
Now
14 Sep 2009
Completed
Smart Deal Making 2009
Field Governance Council
Self-Directed Learning
30 mins
Now
14 Sep 2009
Completed
Standards of Business Conduct 2009
Field Governance Council
Self-Directed Learning
40 mins
Now
14 Sep 2009
Completed
Winning Share & FY10 Priorities
Field Governance Council
Self-Directed Learning
30 mins
Now
14 Sep 2009
Completed
Winning Web Share
Field Governance Council
Self-Directed Learning
30 mins
Now
30 Sep 2009
Completed
The Windows 7 and Internet Explorer 8 Experience
Field Governance Council
Self-Directed Learning
30 mins
Now
16 Oct 2009
Completed
Unified Communications: Selling Exchange
Field Governance Council
Self-Directed Learning
30 mins
Now
30 Nov 2009
Completed
Value of the Windows Optimized Desktop
Field Governance Council
Self-Directed Learning
30 mins
Now
30 Nov 2009
Completed
Intro
Welcome to your Learning Roadmap. There are now 3 tabs available to view your Role learning in various ways:
Role View
Career View
Competency View
Adding Courses to your Training Plan
Your Required courses are always present in your Training Plan no action is needed. For Recommended or Elective courses select the course, then click Add to Training Plan which will appear in this task pane. The icon in the left column indicates the course has been added to your training plan.
Local intranet | Protected Mode: Off
100%

My Role View

Legend

REQUIRED

Courses Completed: 23 of 23 | [0 mins of 20 hrs 55 mins remaining]

Course Title	Assigned By	Delivery	Length	Availability	Complete By	Status*
FY10 Incentive Compensation Plan	Field Governance Council	Self-Directed Learning	30 mins	Now	14 Sep 2009	Completed
Smart Deal Making 2009	Field Governance Council	Self-Directed Learning	30 mins	Now	14 Sep 2009	Completed
Standards of Business Conduct 2009	Field Governance Council	Self-Directed Learning	40 mins	Now	14 Sep 2009	Completed
Winning Share & FY10 Priorities	Field Governance Council	Self-Directed Learning	30 mins	Now	14 Sep 2009	Completed
Winning Web Share	Field Governance Council	Self-Directed Learning	30 mins	Now	30 Sep 2009	Completed

RECOMMENDED

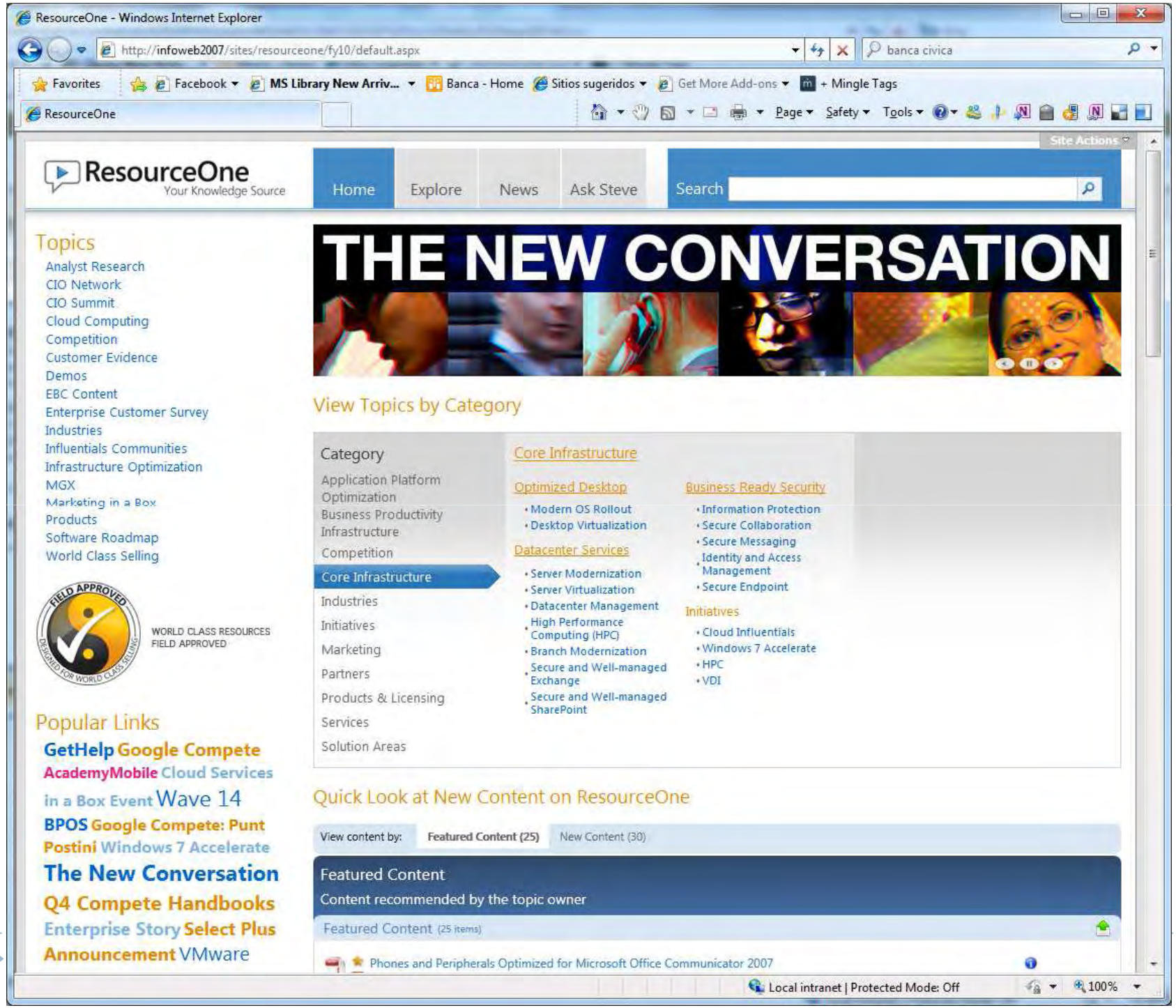
[75 hrs 16 mins of 75 hrs 16 mins remaining]

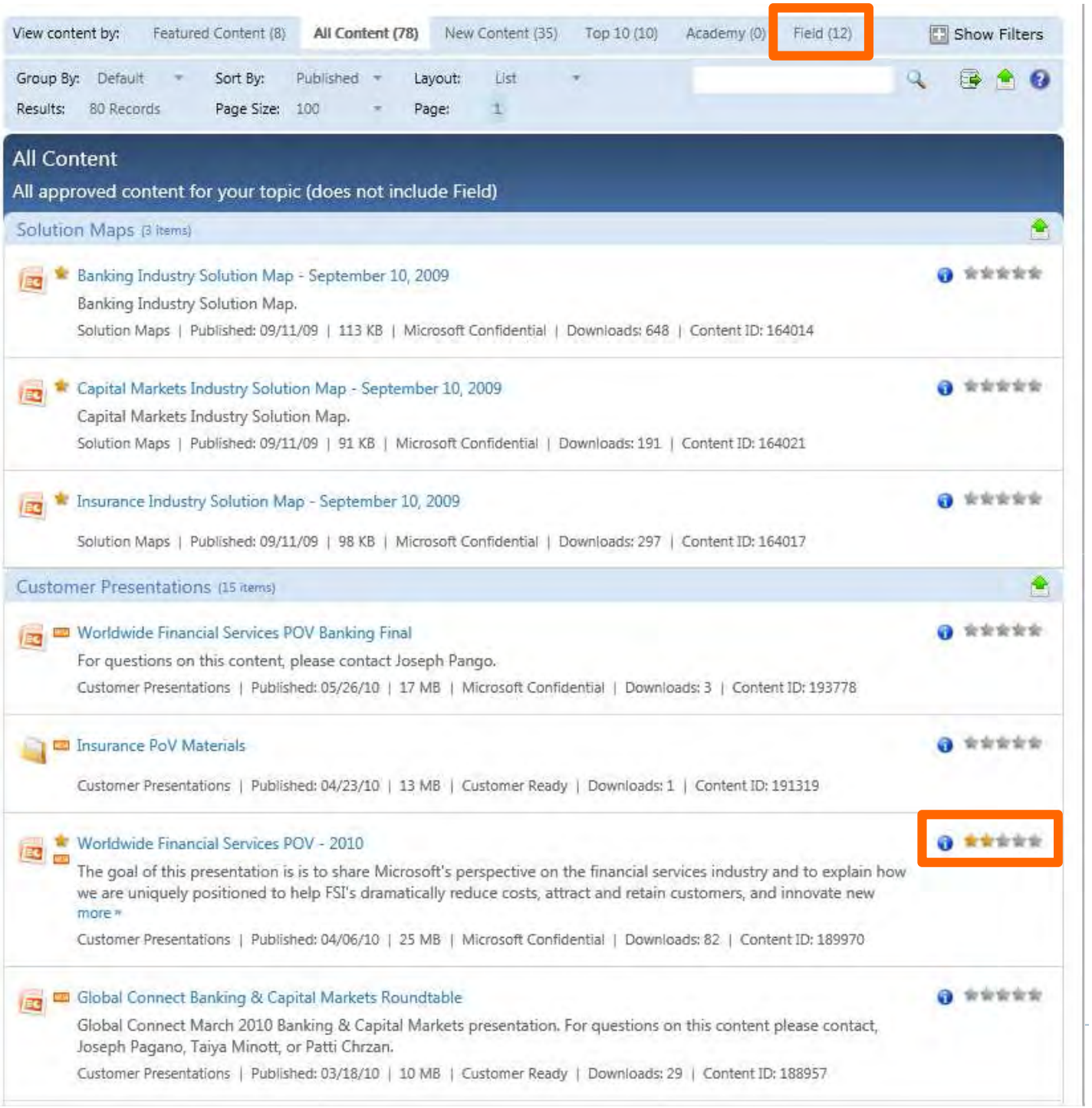
Course Title	Assigned By	Delivery	Length	Availability	Complete By	Status*
BPOS Dedicated April 2010 Update NEW	Area Leader	Self-Directed Learning	1 hr	Now		Not Started
BPOS Monthly Update: TBD Q4	Area Leader	Facilitated	1 hr	Jun 2010		Not Started
Gear Up - Sales Toolkit	Discipline Owner	Self-Directed Learning	4 hrs	Now		Not Started
Global Marketing Tools Essentials	Discipline Owner	Self-Directed Learning	30 mins	Now		Not Started

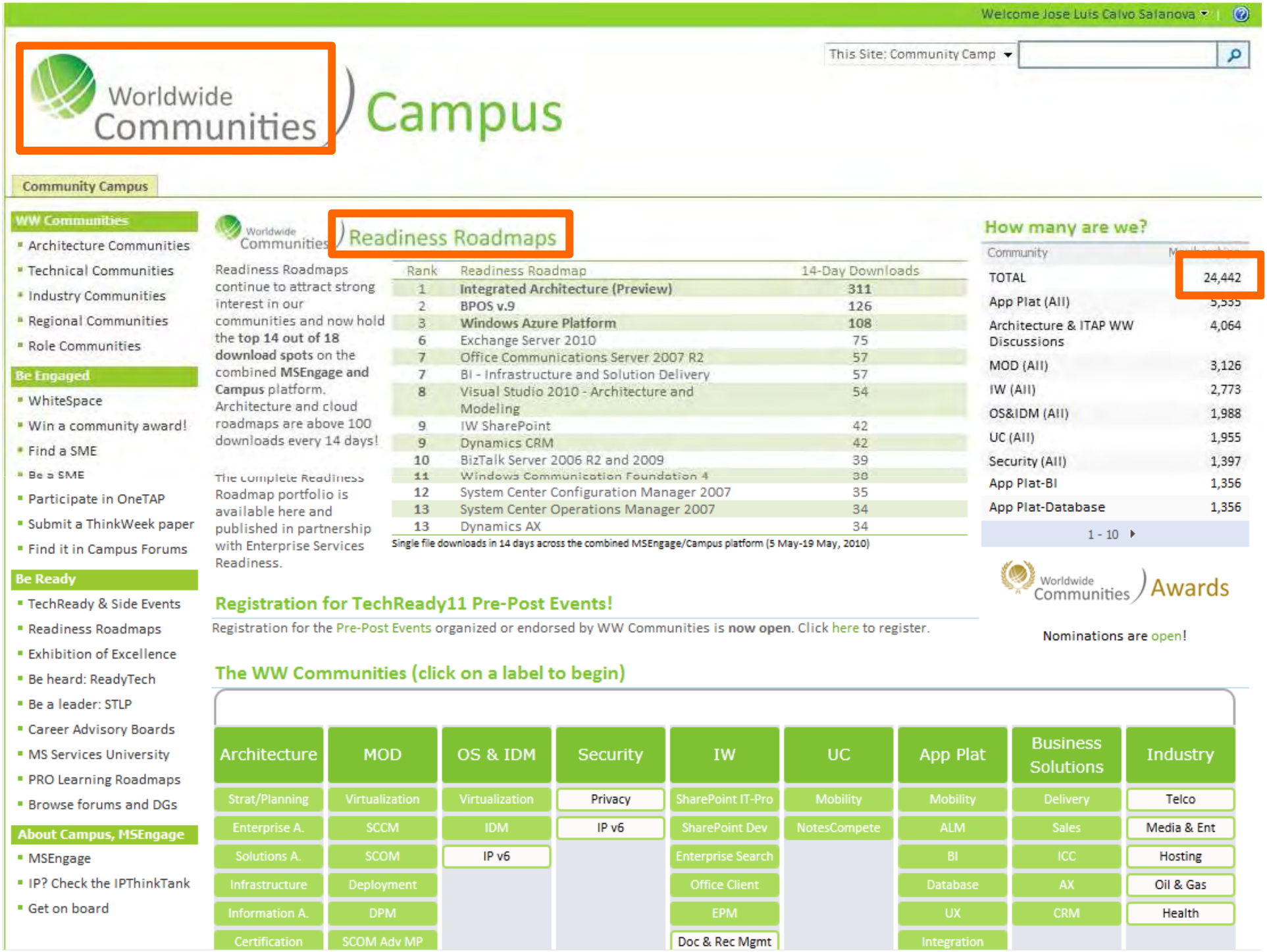
ELECTIVE

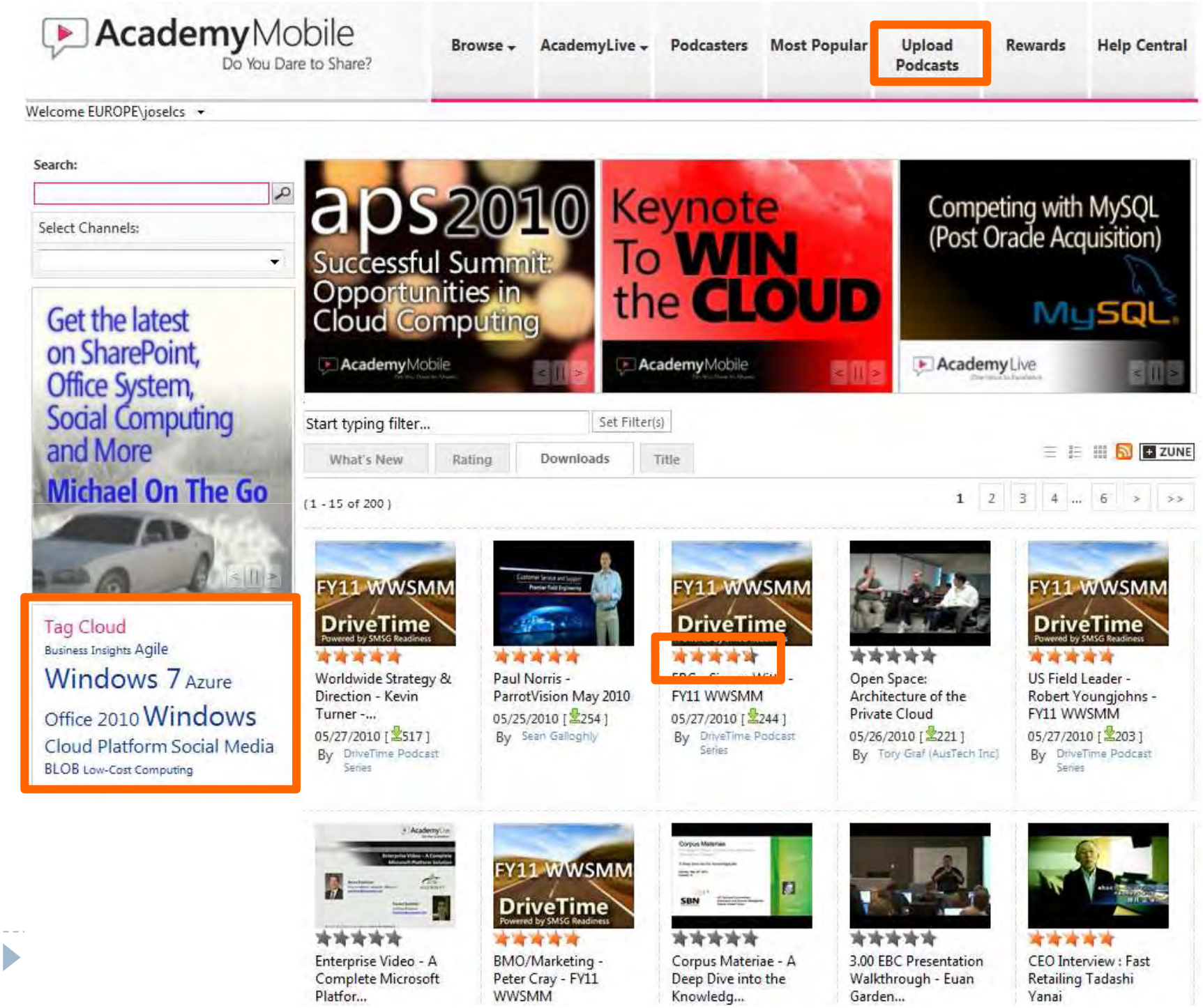
[302 hrs 20 mins of 302 hrs 40 mins remaining]

Course Title	Assigned By	Delivery	Length	Availability	Complete By	Status*
Account Planning Workshop - EPG	Area Leader	Facilitated	6 hrs	NA		Not Started
Career Strategy eLearning	Area Leader	Self-Directed Learning	2 hrs	Now		Not Started
Career Strategy Workshop	Area Leader	Facilitated	8 hrs	Now		Not Started
Client & Browser Compete	Discipline	Self-				


ResourceOne - Windows Internet Explorer
http://infoweb2007/sites/resourceone/fy10/default.aspx
banca civica
Favorites
Facebook
MS Library New Arriv...
Banca - Home
Sitios sugeridos
Get More Add-ons
+ Mingle Tags
ResourceOne
Page
Safety
Tools
Site Actions
ResourceOne
Your Knowledge Source
Home
Explore
News
Ask Steve
Search
Topics
Analyst Research
CIO Network
CIO Summit
Cloud Computing
Competition
Customer Evidence
Demos
EBC Content
Enterprise Customer Survey
Industries
Influentials Communities
Infrastructure Optimization
MGX
Marketing in a Box
Products
Software Roadmap
World Class Selling
FIELD APPROVED
DESIGNED FOR WORLD CLASS SELLING
WORLD CLASS RESOURCES
FIELD APPROVED
Popular Links
GetHelp Google Compete
AcademyMobile Cloud Services
in a Box Event Wave 14
BPOS Google Compete: Punt
Postini Windows 7 Accelerate
The New Conversation
Q4 Compete Handbooks
Enterprise Story Select Plus
Announcement VMware
THE NEW CONVERSATION
View Topics by Category
Category
Application Platform Optimization
Business Productivity Infrastructure
Competition
Core Infrastructure
Industries
Initiatives
Marketing
Partners
Products & Licensing
Services
Solution Areas
Core Infrastructure
Optimized Desktop
Modern OS Rollout
Desktop Virtualization
Datacenter Services
Server Modernization
Server Virtualization
Datacenter Management
High Performance Computing (HPC)
Branch Modernization
Secure and Well-managed Exchange
Secure and Well-managed SharePoint
Business Ready Security
Information Protection
Secure Collaboration
Secure Messaging
Identity and Access Management
Secure Endpoint
Initiatives
Cloud Influentials
Windows 7 Accelerate
HPC
VDI
Quick Look at New Content on ResourceOne
View content by:
Featured Content (25)
New Content (30)
Featured Content
Content recommended by the topic owner
Featured Content (25 items)
Phones and Peripherals Optimized for Microsoft Office Communicator 2007
Local intranet | Protected Mode: Off
100%


View content by: Featured Content (8) All Content (78) New Content (35) Top 10 (10) Academy (0) Field (12) Show Filters
Group By: Default Sort By: Published Layout: List
Results: 80 Records Page Size: 100 Page: 1
All Content
All approved content for your topic (does not include Field)
Solution Maps (3 items)
Banking Industry Solution Map - September 10, 2009
Banking Industry Solution Map.
Solution Maps | Published: 09/11/09 | 113 KB | Microsoft Confidential | Downloads: 648 | Content ID: 164014
Capital Markets Industry Solution Map - September 10, 2009
Capital Markets Industry Solution Map.
Solution Maps | Published: 09/11/09 | 91 KB | Microsoft Confidential | Downloads: 191 | Content ID: 164021
Insurance Industry Solution Map - September 10, 2009
Solution Maps | Published: 09/11/09 | 98 KB | Microsoft Confidential | Downloads: 297 | Content ID: 164017
Customer Presentations (15 items)
Worldwide Financial Services POV Banking Final
For questions on this content, please contact Joseph Pango.
Customer Presentations | Published: 05/26/10 | 17 MB | Microsoft Confidential | Downloads: 3 | Content ID: 193778
Insurance PoV Materials
Customer Presentations | Published: 04/23/10 | 13 MB | Customer Ready | Downloads: 1 | Content ID: 191319
Worldwide Financial Services POV - 2010
The goal of this presentation is is to share Microsoft's perspective on the financial services industry and to explain how we are uniquely positioned to help FSI's dramatically reduce costs, attract and retain customers, and innovate new
more »
Customer Presentations | Published: 04/06/10 | 25 MB | Microsoft Confidential | Downloads: 82 | Content ID: 189970
Global Connect Banking & Capital Markets Roundtable
Global Connect March 2010 Banking & Capital Markets presentation. For questions on this content please contact, Joseph Pagano, Taiya Minott, or Patti Chrzan.
Customer Presentations | Published: 03/18/10 | 10 MB | Customer Ready | Downloads: 29 | Content ID: 188957


Welcome Jose Luis Calvo Salanova
This Site: Community Camp
Worldwide Communities Campus
Community Campus
WW Communities
Architecture Communities
Technical Communities
Industry Communities
Regional Communities
Role Communities
Be Engaged
WhiteSpace
Win a community award!
Find a SME
Be a SME
Participate in OneTAP
Submit a ThinkWeek paper
Find it in Campus Forums
Be Ready
TechReady & Side Events
Readiness Roadmaps
Exhibition of Excellence
Be heard: ReadyTech
Be a leader: STLP
Career Advisory Boards
MS Services University
PRO Learning Roadmaps
Browse forums and DGs
About Campus, MSEngage
MSEngage
IP? Check the IPThinkTank
Get on board
Worldwide Communities Readiness Roadmaps
Readiness Roadmaps continue to attract strong interest in our communities and now hold the top 14 out of 18 download spots on the combined MSEngage and Campus platform. Architecture and cloud roadmaps are above 100 downloads every 14 days!
The complete Readiness Roadmap portfolio is available here and published in partnership with Enterprise Services Readiness.
Rank | Readiness Roadmap | 14-Day Downloads
1 | Integrated Architecture (Preview) | 311
2 | BPOS v.9 | 126
3 | Windows Azure Platform | 108
6 | Exchange Server 2010 | 75
7 | Office Communications Server 2007 R2 | 57
7 | BI - Infrastructure and Solution Delivery | 57
8 | Visual Studio 2010 - Architecture and Modeling | 54
9 | IW SharePoint | 42
9 | Dynamics CRM | 42
10 | BizTalk Server 2006 R2 and 2009 | 39
11 | Windows Communication Foundation 4 | 38
12 | System Center Configuration Manager 2007 | 35
13 | System Center Operations Manager 2007 | 34
13 | Dynamics AX | 34
Single file downloads in 14 days across the combined MSEngage/Campus platform (5 May-19 May, 2010)
How many are we?
Community | Members
TOTAL | 24,442
App Plat (All) | 5,535
Architecture & ITAP WW Discussions | 4,064
MOD (All) | 3,126
IW (All) | 2,773
OS&IDM (All) | 1,988
UC (All) | 1,955
Security (All) | 1,397
App Plat-BI | 1,356
App Plat-Database | 1,356
1 - 10
Worldwide Communities Awards
Nominations are open!
Registration for TechReady11 Pre-Post Events!
Registration for the Pre-Post Events organized or endorsed by WW Communities is now open. Click here to register.
The WW Communities (click on a label to begin)
Architecture
Strat/Planning
Enterprise A.
Solutions A.
Infrastructure
Information A.
Certification
MOD
Virtualization
SCCM
SCOM
Deployment
DPM
SCOM Adv MP
OS & IDM
Virtualization
IDM
IP v6
Security
Privacy
IP v6
IW
SharePoint IT-Pro
SharePoint Dev
Enterprise Search
Office Client
EPM
Doc & Rec Mgmt
UC
Mobility
NotesCompete
App Plat
Mobility
ALM
BI
Database
UX
Integration
Business Solutions
Delivery
Sales
ICC
AX
CRM
Industry
Telco
Media & Ent
Hosting
Oil & Gas
Health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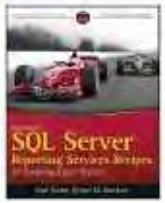

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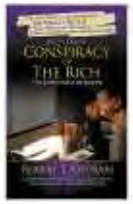

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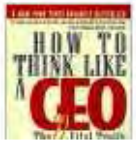

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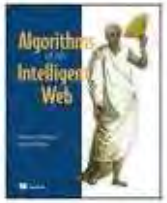

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ThinkWeek 2009 Observations

The Hidden Value

Excerpt from ThinkWeek 2009 Observations

Twenty-seven years ago, a retreat-bound Bill Gates started the ThinkWeek tradition when he asked his technical assistant to select some reading material for his trip. The annual event grew into an open and inclusive forum enabling any Microsoft employee to share well-formulated thinking in the form of carefully written papers that are circulated among Microsoft leaders.

In 2009, one year after Gates stepped down from his day-to-day role, ThinkWeek was relaunched to keep the

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Natural user interface

Contributor: Kay Hofmeester
Co-Author(s): Daniel Wigdor

When NUI is discussed, it is generally in terms of new technologies, such as gestures, speech, face recognition, and ambient sensors. But what is a natural user interface? Is it just hype? Is it really as simple as replacing the mouse with a vision system? How do we go about designing NUI?

Community rating ★★★★★ **Co-Chair rating** ★★★★★

One Click Travel using Bing

Contributor: Abhijeet Karagudri

Microsoft's new and improved decision engine "Bing" is all about "making informed decisions". How Bing help to "make decisions" about travel plans to cool destinations directly from the home page with

Spotlight

ThinkWeek 2009 Observations

The ThinkWeek submissions from 2009 delivered a collective perspective of Microsoft tha ...

The Best of ThinkWeek 2009

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THE PAST AND PRESENT OF EVERYTHING MICROSOFT [Edit]

A collection of facts, in your own words, for our eyes only!

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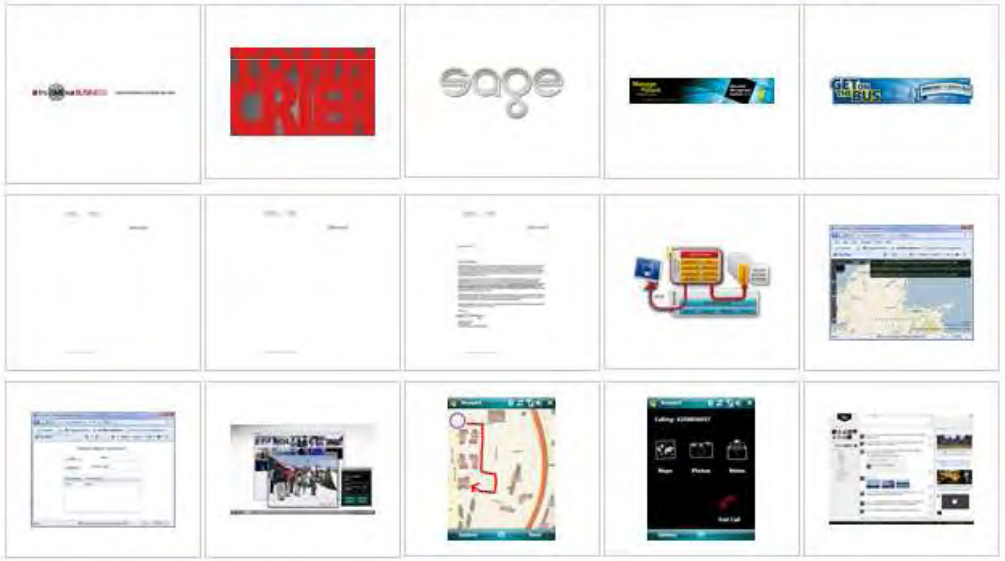

IN YOUR OWN WORDS [Edit]

Every organization's culture is the sum of its stories – the good, the bad, and the ugly.

Your Page

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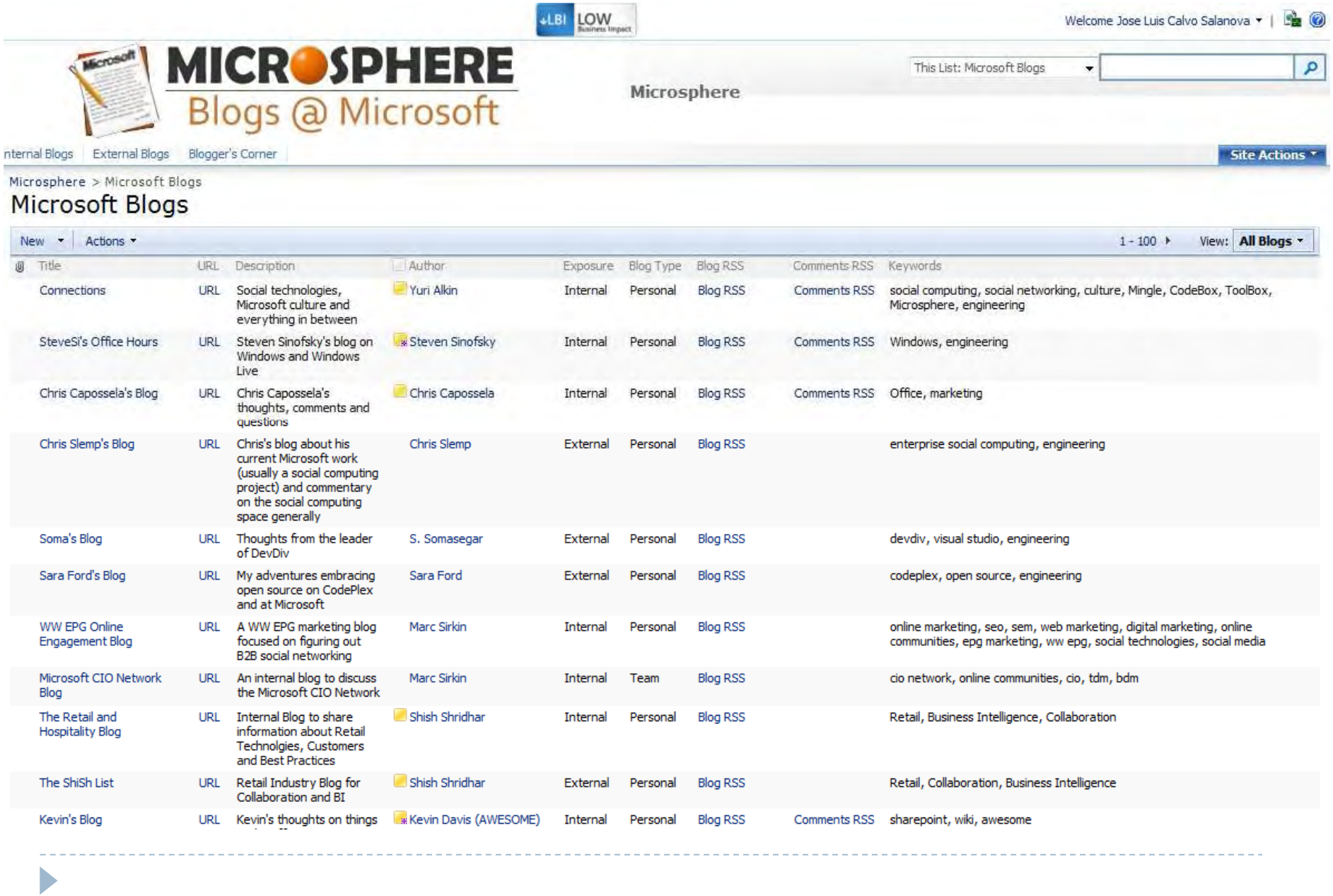
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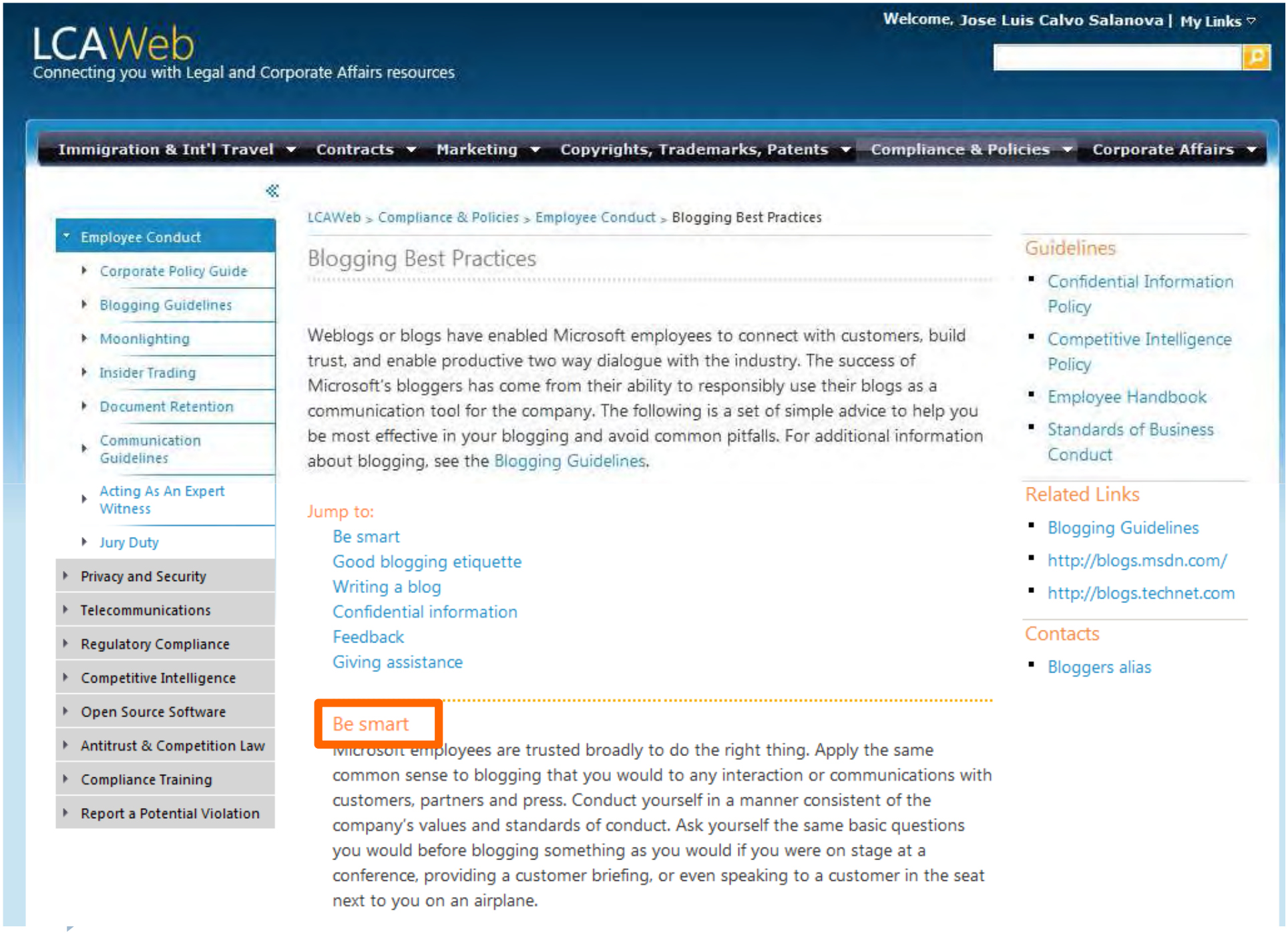
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Blogging Best Practices
Weblogs or blogs have enabled Microsoft employees to connect with customers, build trust, and enable productive two way dialogue with the industry. The success of Microsoft's bloggers has come from their ability to responsibly use their blogs as a communication tool for the company. The following is a set of simple advice to help you be most effective in your blogging and avoid common pitfalls. For additional information about blogging, see the Blogging Guidelines.
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Confidential information
Feedback
Giving assistance
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Microsoft employees are trusted broadly to do the right thing. Apply the same common sense to blogging that you would to any interaction or communications with customers, partners and press. Conduct yourself in a manner consistent of the company's values and standards of conduct. Ask yourself the same basic questions you would before blogging something as you would if you were on stage at a conference, providing a customer briefing, or even speaking to a customer in the seat next to you on an airplane.
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