



The Wonderful World of Human Resources at Disney

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FIND THE RIGHT PEOPLE

With a role at The Walt Disney Company, you'll join a legendary company that has become a part of people's lives around the globe. Whether you cultivate long-lasting relationships with clients in Sales, lend your analytical expertise to Finance, or harness your creative talents in Products and Licensing, you'll help us create stories that are truly remarkable. Here, you'll be encouraged to meet new people, collaborate with your colleagues, and aspire to the extraordinary with everything you do.

Discover how your passion for innovation and entertainment can help put a smile on people's faces. Explore a variety of opportunities across all of our diverse businesses.



HR STRATEGIES

Helping attract and develop the people that will share Walt Disney's stories with the world.

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HR STRATEGIES

Making sure employees, referred to as cast members, deliver top-quality customer service.

PLANNING

Helping ensure that the company's resources are properly distributed and that the company is prepared to meet the needs of its customers.

RECRUITMENT

Walt realized that recruiting the right people and installing in them your company culture is an essential part of building a unified workforce.

Hire for attitude, not aptitude

Why is attitude more important than aptitude? An individual with a positive attitude is more likely to spread that attitude to others and make a pleasant work environment.



SELECTION

Disney begins the hiring process even before a new cast member is hired. Cast members are selected for their ability to meet the needs of the company's customers. This is a challenging process that involves a lot of interviews and a small percentage of candidates are selected for the job. This process not only tests the candidate's skills but also their ability to work in a team.



MAINTAIN AN EFFECTIVE WORKFORCE



HR BUILD YOUR CAREER

Your growth and development resources, learning and development opportunities, educational advancement.

A CULTURE OF LEARNING
Helping ensure that the company's resources are properly distributed and that the company is prepared to meet the needs of its customers.

HR BUILD YOUR CAREER
Your growth and development resources, learning and development opportunities, educational advancement.

TO TAKE TIME TO OFFER

Year time off and work-life programs (paid holidays, car, rent, insurance, 401k and short-term disability) and etc.

TO TAKE TIME TO OFFER

Your advancement and development resources, learning and development opportunities, educational advancement.

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MANAGE TALENT

Our world-class training programs are customizable to cast members and their goals. They include but are not exclusive to:

- Professional Development
- Management/Leadership Development
- Computer Skills
- Business Immersion Programs
- Individual Career Development



At The Walt Disney Company, we're known for imagination, for innovation and for offering a variety of development opportunities. Here, they'll find a learning environment that encourages everyone, no matter what their role -- to increase their engagement and assist them in reaching their goals.

TRAINING

Training begins at the Disney Institute where cast members are taught to be leaders, regardless of their job responsibilities. Cast members are given the training style of the individual cast member. Disney offers "structured learning, a strong network, a mentor, a role model, a role model, or an on-the-job training service" to best meet the learning needs of its cast members. In addition, cast members are given a variety of opportunities to learn from the people that best match their talents and abilities. If their first assignment turns out not to be a good fit, they are given an opportunity to learn from their first experience in the field.

DEVELOPMENT

In implementing an enterprise-wide learning management system and learning content repository, Disney has begun offering rapid development and electronic performance support systems as a component of the learning solution. This emphasis on continually adapting to the newest technologies and teaching techniques helps cast members to grow in the company and advance to new positions. Through continual education and training, Disney ensures its cast members do not become stale in their positions, while new abilities and capabilities are developed and identified.



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HR STRATEGIES

Making sure employees, referred to as cast members, deliver top-quality customer service.

PLANNING

Helping ensure that the company's resources are properly distributed and that the company is prepared for the future. This includes the ability to anticipate and plan for the needs of the company's customers and employees.

RECRUITMENT

Walt realized that recruiting the right people and installing in them your company culture is an essential part of building a unified workforce.

Hire for attitude, not aptitude

Why is attitude more important than aptitude? An individual with a positive attitude is more likely to spread that attitude to others and make a pleasant work environment.



SELECTION

Disney begins the hiring process when a new cast member is hired. Cast members are hired to work in the company's parks, resorts, and cruise ships. The hiring process involves a series of steps, including a pre-employment screening, a background check, and a final interview. The hiring process is designed to ensure that the company's culture is maintained and that the company's resources are properly distributed.



MAINTAIN AN EFFECTIVE WORKFORCE



HR BUILD YOUR CAREER

Your growth and development resources, opportunities, educational requirements.

HR TAKE TIME TO OFFER

Your time off and work-life programs (paid holidays, sick leave, vacation, etc.) and short-term disability and more.

HR TAKE YOUR LEARNING

Your education and training benefits (tuition, training, etc.) and professional development opportunities (workshops, seminars, etc.)

HR BUILD YOUR HEALTH

Your health and wellness benefits (health insurance, dental insurance, vision insurance, etc.) and short-term disability and more.

HR BUILD YOUR RETIREMENT

Your retirement and pension plans (401(k), 403(b), etc.) and other retirement benefits (life insurance, etc.)



MANAGE TALENT

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Disney Brothers



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COMPANY BACKGROUND

The Walt Disney Company, commonly known as Disney and Disney Pixar, is an American diversified multinational mass media corporation headquartered at the Walt Disney Studios in Burbank, California. It is the world's second largest broadcasting and cable company in terms of revenue, after Comcast. Disney was founded on October 16, 1923, by Walt Disney and Roy O. Disney as the Disney Brothers Cartoon Studio, and established itself as a leader in the American animation industry before diversifying into live-action film production, television, and theme parks. The company also operated under the names The Walt Disney Studio, then Walt Disney Productions. Taking on its current name in 1986, it expanded its existing operations and also started divisions focused upon theater, radio, music, publishing, and online media. In addition, Disney has since created corporate divisions in order to market more mature content than is typically associated with its flagship family-oriented brands.

The company is best known for the products of its film studio, the Walt Disney Studios, which is today one of the largest and best-known studios in American cinema. Disney also owns and operates the ABC broadcast television network; cable television networks such as Disney Channel, ESPN, A+E Networks, and ABC Family; publishing, merchandising, music, and theatre divisions; and owns and licenses 14 theme parks around the world. The company has been a component of the Dow Jones Industrial Average since May 6, 1991. An early and well-known cartoon creation of the company, Mickey Mouse, is a primary symbol of The Walt Disney Company.

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VISION

The Walt Disney Company, together with its subsidiaries and affiliates, is a leading diversified international family entertainment and media enterprise with five business segments: media networks, parks and resorts, studio entertainment, consumer products and interactive media.

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MISSION

Using our portfolio of brands to differentiate our content, services and consumer products, we seek to develop the most creative, innovative and profitable entertainment experiences and related products in the world.

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PERFORMANCE



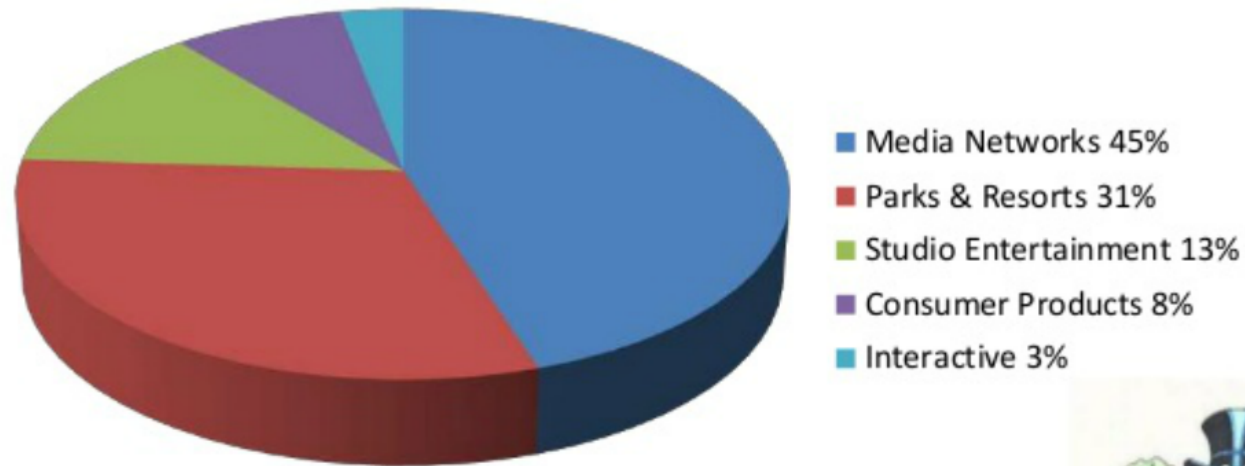
Segment	Revenues '12	Revenues '13	Growth
Media Networks	19,436 mil. \$	20,356 mil. \$	5%
Parks & Resorts	12,920 mil. \$	14,087 mil. \$	9%
Walt Disney Studios	5,825 mil. \$	5,979 mil. \$	3%
Disney Consumer Products	3,252 mil. \$	3,555 mil. \$	9%
Disney Interactive	845 mil. \$	1,064 mil. \$	26%

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PERFORMANCE



Disney - contribution of segments to revenues



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