



# Case Study

## Navigating Internal Career Choices

### Client Drivers

Our client’s staff survey results indicated that career management needed addressing in order to retain talent and stem increasing attrition rates at various levels/areas of the business.

As part of a wider initiative of enhancing its learning and development offering, the organisation was keen to drive the development and careers of emerging leaders, both technical specialists and managers.

Challenges to be addressed included:

- ▶ Drive up awareness of internal opportunities
- ▶ Stop the ‘grass seeming greener’ externally
- ▶ Dispel incorrect myths about career progression
- ▶ Show how real careers happen internally
- ▶ Increase belief in the value of transferrable skills
- ▶ Embed a strengths based approach

### Strategis’ Solution

A highly interactive and participative workshop, run over 1.5 days to allow for overnight reflections on theories and insights gained and to consider what resonates personally.

As well as providing people with theories, techniques and top tips to enable self-directed career planning these workshops have key bespoke components for the individual client organisation. This personalised element brings to life career opportunities within the client organisation, looking at the type of real pathways that are available and letting them hear first-hand how others have developed their individual careers to date.

Key bespoke components for organisations include:

- ▶ Real careers of role models exhibited on video and via role profiles, overcoming the challenges of role models attending workshops
- ▶ Real and recent job profiles used for individuals to assess their suitability against specific roles
- ▶ Personal Career Match reports to aid self-reflection
- ▶ Landscape of your organisation to clearly understood and described at the workshop
- ▶ Tailored feature and benefits cards to your organisation to help delegates identify how to articulate their value to hiring managers
- ▶ Follow-on emails to maintain momentum

### Value To Our Clients

Emerging leaders who have increased clarity and confidence of their career opportunities and understand what they need to do to drive their career ambitions. Many delegates also reported that the workshop had increased their motivation to increase their networking activities to discover, navigate and help drive and make internal career choices happen.

Specific outcomes included:

- ▶ More effective and open career conversations, with **35%** feeling confident to apply for promotion.
- ▶ Higher rates of job satisfaction and performance as employees select roles best suited to their strengths, with **46%** securing new roles or expanding their existing role to enhance the challenge.
- ▶ Higher levels of internal proactive self-development.
- ▶ Reduced attrition rates, with **10%** of people changing their minds about leaving.
- ▶ Increased satisfaction and motivation regarding careers at the organisation.

### Delegate Quotes & Content

“I had no idea there was so much opportunity here. I can really see how I can develop my career here.”

“A well thought out and thought provoking course that has provided me with really useful insights into how to approach career progression.”

“Great workshop. I’ve learned a lot about myself and my potential. It’s really motivated me to pursue a long term career here.”

“Very interesting, relevant and motivating.”

“X on the video I know, she has inspired me to go for it. I can see it is possible.”

- CAREER MATCH
- STRENGTHS BASED APPROACH
- TALKING HEADS AUDIT
- SELF AWARENESS
- READINESS ASSESSMENT
- PRACTISE REFLECTION
- PROFILES STAKEHOLDERS
- SUITABILITY LEADERSHIP PIPELINE
- FEATURES Vs. BENEFITS
- RESILIENCE MENTORS JOHARI
- ARTICULATING YOUR VALUE
- PROVOKE NEW THINKING
- TOP TIPS