Nurturing talent from within

The Power of Internal Mobility





Today's Panel







Internal Mobility on the rise

In the past year, 16 of the 19 global industries LinkedIn analysed saw an increase in internal mobility (via promotions and internal role transfers).

(Source: <u>LinkedIn Global Talent Trends May 2023</u>)

BUT

People are more open to leaving the organisation (over considering an internal move) if they don't feel connected to the organisation.

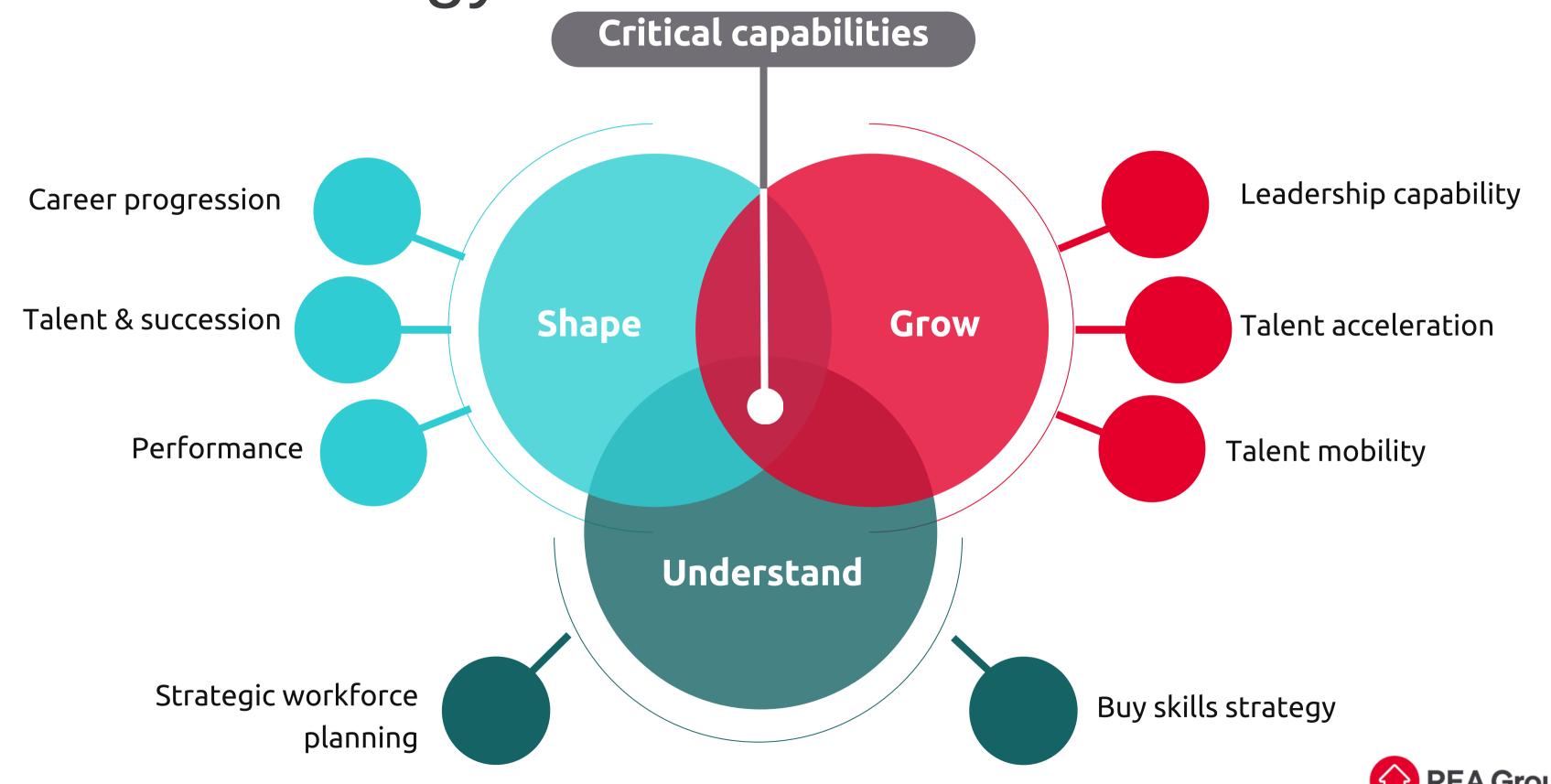
Employees who feel connected are more likely to be satisfied with their jobs (96%) vs employees who feel disconnected (60%). Only 13% of connected employees expect to leave their current role within 12 months, and this answer nearly doubles for disconnected employees (24%).

(Source: <u>Enboarder</u>)

How do you build programs that help employees find purpose and build...

...Connections within the organisation
...Connections with colleagues and
...Connection with the organiation's values and goals?

Talent strategy



End to end internal talent process



KNOW YOUR PEOPLE

Where possible hold a Career Conversation to discuss your people's career vision, goals and motivations



KNOW THE TOOLS

Familiarise yourself with the Talent & Succession tools & definitions



COMPLETE YOUR REVIEW TASKS

Talent Reviews & Succession Plans

- Leadership
- Critical roles



PREPARE FOR PEOPLE SESSIONS

Preparing to share talent & succession decisions with leadership team in people sessions



TALENT FOLLOW UP CONVO

Communicate key messages from the people sessions, review and/or set plans and support in motion



Talent 9-box

Growth, Learning & Mindset

Role Model	7	8	9
	Misaligned Talent	Growth Talent	Standout Talent
Consistent	4	5	6
	Unconfirmed Talent	Core Talent	Impactful Talent
Variable	1	2	3
	Low Impact Talent	Effective Talent	Expert Talent
	Variable Impact	Consistent Impact	Exceptional Impact

Performance & Impact

Talent reviews



An individual's **observable**ability to grow and learn,
set agile goals and the
extent they possess a
mindset which drives then
to take on challenges

An individual's

demonstrated ability to
perform, drive impact,
execute with determination
utilising our Values to
produce these results

Brings together the two
elements to help us
understand those who have
momentum now to take on
new challenges



Succession planning



- Assessment of key competencies for role, critical skills and knowledge
- Assessment of potential successor alignment to these (note any gaps which may impact readiness)
- Consideration of talent outputs and career aspirations

- Consider likely readiness for role
 - Ready now <12 mths
 - 1-2 yrs
 - 2+ yrs

 All individuals placed on Critical succession plans will have a conversation succession plan owner to confirm inclusion and continued inclusion

Talent retention levers

Leaders knowing their people

Regular career conversations

Having a career plan

Shared knowledge of talent

Matching skills to opportunities

Reward & development

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The Human Connection Platform



Easily **build and deliver** a more
human-centric
employee experience



Cut through the noise, drive action, and engage your people



Create
better human
connections
across the entire
employee journey

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