

Nurturing talent from within

The Power of Internal Mobility



Today's Panel



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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: [LinkedIn Global Talent Trends May 2023](#))

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: [Enboarder](#))

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

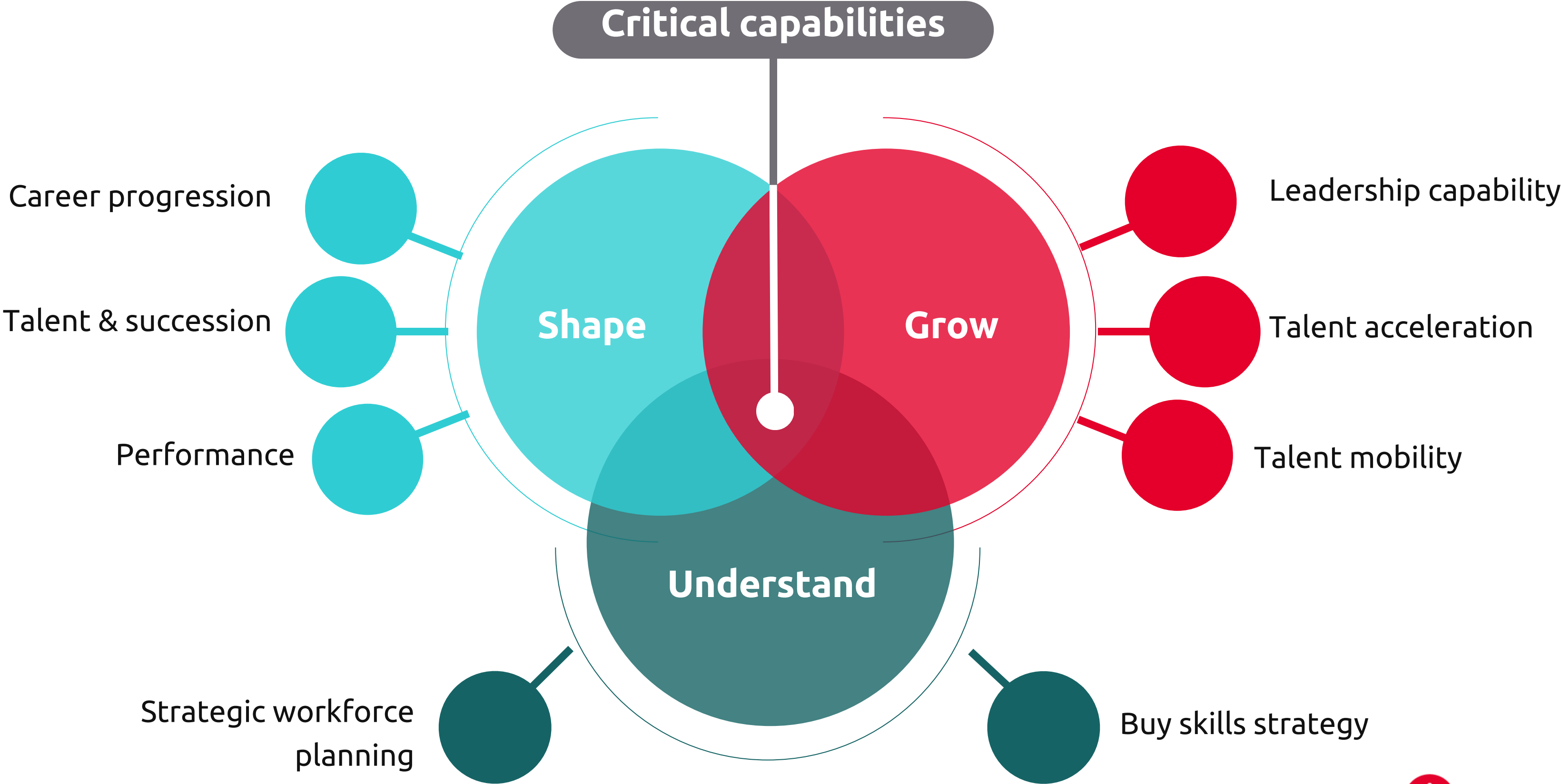
...Connections within the organisation

...Connections with colleagues and

...Connection with the organisation'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



Talent reviews

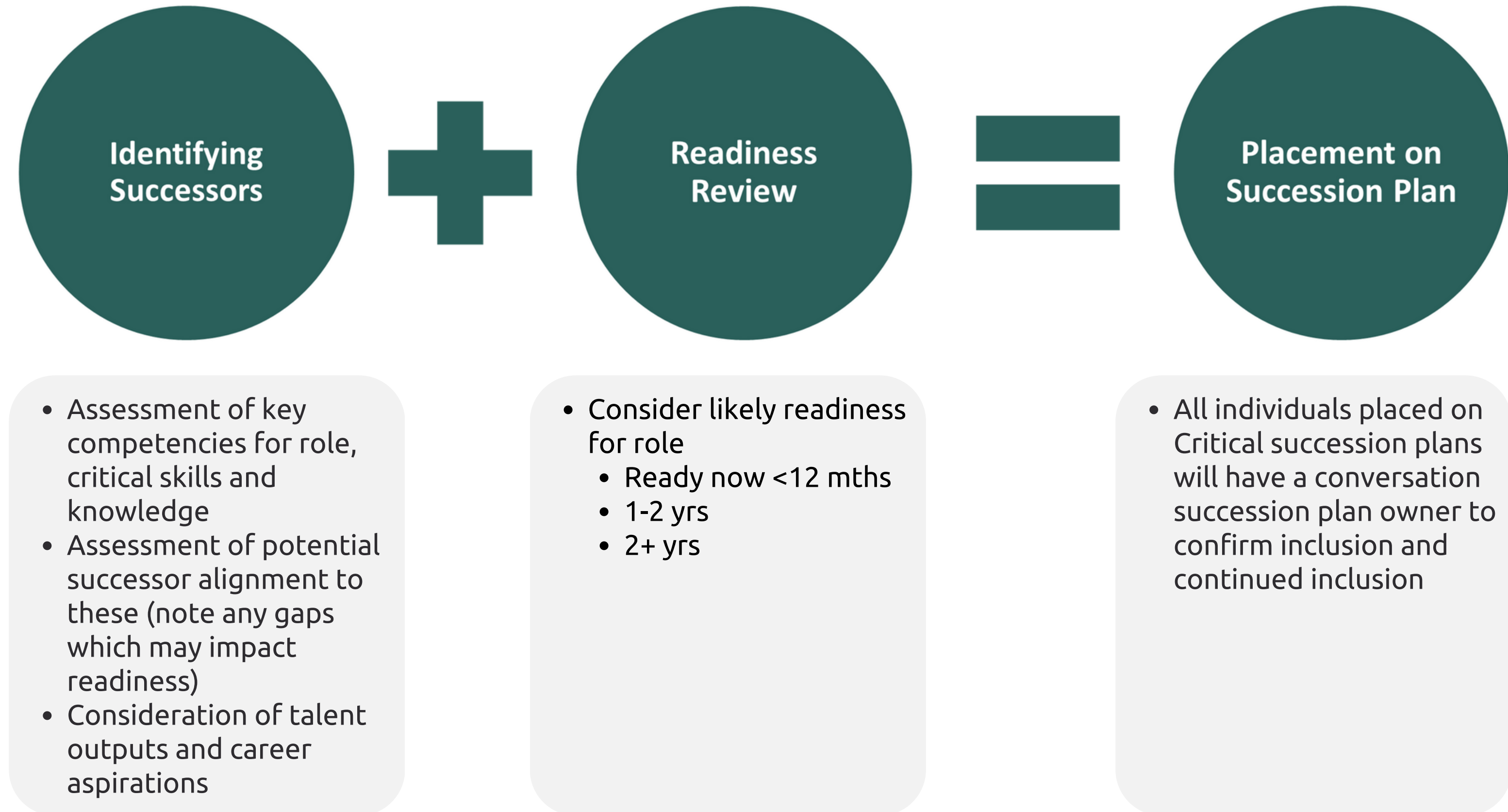


An individual's **observable** ability to grow and learn, set agile goals and the extent they possess a mindset which drives them to take on challenges

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



Talent retention levers

**Leaders
knowing
their people**

**Regular career
conversations**

**Having a
career plan**

**Shared
knowledge of
talent**

**Matching
skills to
opportunities**

**Reward &
development**



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

Schedule a Custom Guided Tour

