

# Career Management Consulting

Leveraging Your Talent for Competitive Advantage





# DRIVING IMPROVED BUSINESS RESULTS THROUGH EFFECTIVE CAREER MANAGEMENT

To compete and win in today's marketplace, organizations need an effective career management strategy that can optimize their employees' ability to deliver the high performance necessary to drive sustainable business results.

The challenges are great, as job satisfaction levels are at their lowest since the late 1980s and disengagement is a serious workforce issue.

The answer lies in creating a culture for effective career management. Studies show that companies that provide meaningful career management processes and tools increase employee engagement, which translates to:

- Higher revenue—29% higher on average
- Increased likelihood of above-average profits
- Greater customer loyalty

For more than three decades, Right Management has been providing a complete range of career management services. Today, we work with over 80% of Fortune 500 companies, developing and delivering customized programs that meet their employees' needs and deliver desired business results.

Our Career Management Consulting solutions can help you establish a comprehensive framework that aligns with your business imperatives and talent management strategies to build and sustain a high performing workforce.

*Career Management Consulting solutions from Right Management can help you:*

- Improve employee morale after years of downsizing
- Retain valued workers as the job market opens up
- Adjust to skill shortages and changing business needs
- Manage career expectations of workers of all ages
- Build manager capability to serve as career coaches
- Stock the leadership pipeline

# SUPPORT ACROSS THE EMPLOYMENT LIFECYCLE

Career Management Consulting offers an array of career management tools that you can use to support employee career options at any point in the employment lifecycle.

## CAREER DEVELOPMENT — STAY AND GROW

Having the right people with the right skills in the right roles is the key to sustainable business success. Our Career Development tools and workshops can help employees develop skills and competencies that align to the organization's ongoing needs. The Career Development solution helps to drive high levels of engagement and productivity, and enables employees to plan their progress in the organization by making them accountable for their careers.

## CAREER MOBILITY — STAY AND CHANGE

At times of organizational change, retaining and redeploying talented employees to growing sectors of the organization is often a key objective. Our Career Mobility solution helps to engage employees in the change process by highlighting the options and opportunities available to them within the organization. By providing proactive and practical strategies that give employees a greater sense of self-awareness and control, Career Mobility helps them navigate the change effectively.

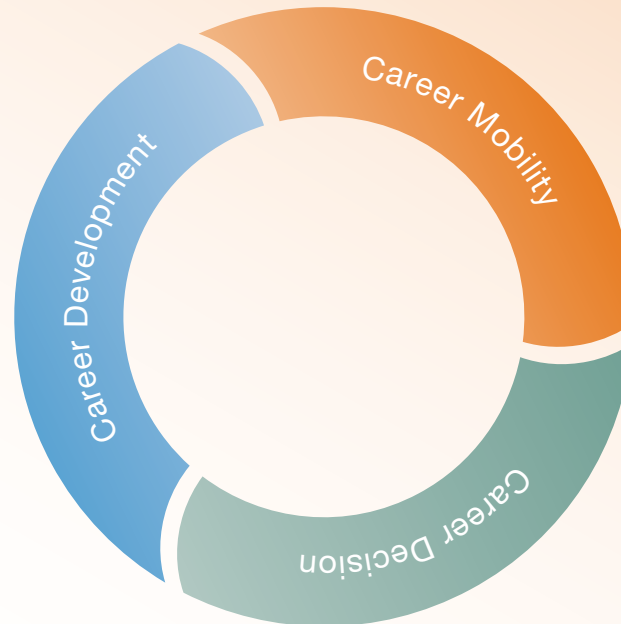
## CAREER DECISION — STAY OR GO

Regular talent evaluation at all levels of the organization is critical in today's dynamic business environment. As adjustments are considered, it is important that employees have the knowledge to make informed career decisions. Our Career Decision approach is designed to help employees explore what they want from and offer to their employer. It empowers them by providing clarity and direction regarding the future of their careers, whether inside or outside the organization. Complementing Career Decision, our Outplacement programs help employees seek other jobs or consider alternatives such as self-employment and active retirement.

*“Having the right people with the right skills in the right roles is the key to sustainable success.”*

### STAY AND GROW

- Ensure that your employees have a clear vision for how they fit into the organization
- Build capability in your leaders through our “Career Coaching for Managers” program that helps employees realize their vision



### STAY AND CHANGE

- Support internal talent mobility across the organization
- Redeploy top talent to help your business adjust to changing market conditions

### STAY OR GO

- Help employees at career crossroads make informed decisions
- Provide transitional support, reassuring the remaining workforce



## CREATING A CULTURE FOR EFFECTIVE CAREER MANAGEMENT

In high performing organizations, the career coaching mindset permeates all managerial levels. Our Career Coaching for Managers program helps managers and HR stakeholders develop effective career counseling and guidance capabilities that are valuable on multiple levels. Empowered with these skills, managers are able not only to help their team members realize career goals and improve performance, but also to identify and manage the cultural enablers and blockers within the organization that affect career management.

### THROUGH CAREER COACHING FOR MANAGERS, PARTICIPANTS:

- Learn about their roles and responsibilities as career coaches
- Discover how to become active listeners and deploy powerful questioning techniques to help their team members gain career insights
- Prepare for career guidance sessions by practicing scenarios and getting feedback
- Gain practical knowledge through “what if?” case studies and career coaching tips

With managers skilled in career coaching, your organization is positioned to build a culture for effective career management that leads to sustainable business growth.



## A SELF-SERVICE TECHNOLOGY PLATFORM

Career management services are supported by the leading-edge RightCareer portal, a scalable Web-based technology platform. Employees in the Career Development program, for example, have access to online assessments, exercises, and tools focused on:

### DISCOVERY

*Who am I?* Assists employees in identifying key strengths, personal and professional priorities, ideal work environment, and other attributes

### PERSONAL BRANDING

*How am I perceived?* Helps employees understand how they are viewed in the organization and learn how to build and promote a personal brand that aligns to career and organizational needs

### ACTION PLANNING

*Where am I going and how do I get there?* Assists employees in determining the practical steps required to accomplish career goals, identifying opportunities and obstacles, and preparing for career discussions with management

Coaching advice and resources are threaded throughout the modules. For example in a career mobility program, during Action Planning, the employee is provided with tips on how to prepare for an interview and given the opportunity to refine and practice interview skills online. Access to workshops, webinars, and one-to-one coaching sessions for employees is also available through Career Management Consulting.

## BENEFITS FOR YOUR ORGANIZATION

### CAREER MANAGEMENT CONSULTING CAN HELP YOUR COMPANY:

- Turn your workforce into a flexible asset and competitive advantage
- Drive sustainable business results that meet your strategic goals
- Improve employee morale to drive quality outcomes
- Strengthen your company's employment brand for greater success in attracting talent
- Create a more mobile workforce to avoid critical skill shortages
- Enable workers to exercise greater ownership and control over their careers
- Reduce labor costs by increasing employee engagement, productivity and retention



## ManpowerGroup™

### About ManpowerGroup

ManpowerGroup (NY SE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$22 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in over 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. The ManpowerGroup suite of solutions is offered through ManpowerGroup Solutions, Experis,™ Manpower® and Right Management.®

Learn more about how ManpowerGroup can help you win in the Human Age at: [manpowergroup.com](http://manpowergroup.com)



## ManpowerGroup™ Solutions

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions include Borderless Talent Solutions, Managed Service Provider, Recruitment Process Outsourcing, Strategic Workforce Consulting and Talent Based Outsourcing.

[manpowergroupsolutions.com](http://manpowergroupsolutions.com)



## Experis™ ManpowerGroup

Experis is the global leader in professional resourcing and project-based workforce solutions. We accelerate organizations' growth by intensely attracting, assessing and placing specialized expertise in IT, Finance & Accounting, Engineering and Healthcare to precisely deliver in-demand talent for mission-critical positions, enhancing the competitiveness of the organizations and people we serve.

[experis.com](http://experis.com)



## Manpower®

Manpower is the global leader in contingent and permanent recruitment workforce solutions. We provide the agility businesses need with a continuum of staffing solutions. By leveraging our trusted brand, we have built a deeper talent pool to provide our clients access to the people they need, faster. We effectively assess and develop skills, keeping our associates ahead of the curve, so they can get the job done each time, every time.

[manpower.com](http://manpower.com)



## Right Management® ManpowerGroup

Right Management is a global leader in talent and career management workforce solutions within ManpowerGroup. The firm designs and delivers solutions to align talent strategy with business strategy. Expertise spans Talent Assessment, Leader Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement. With offices in over 50 countries, Right Management partners with companies of all sizes—to help grow and engage their talent, increase productivity and optimize business performance.

[right.com](http://right.com)