

»» CAREER MANAGEMENT CONSULTING

# COMPANIES WIN BY INVESTING IN THEIR EMPLOYEES' CAREERS





## Only 1 in 3 employees are engaged in their job and their organization.

*\* Right Management Employee Engagement Study*

In the face of talent shortages, mismatches and the need to achieve faster time to value, companies are recognizing the importance of becoming more attractive to a workforce that has more options than ever before. Uninspired by task-based jobs and a lack of growth opportunities, employees will move on, making it difficult for employers to retain institutional knowledge and nurture future leaders within the organization.

Leveraging our 35+ years of experience developing and transitioning people, we'll assess your workforce and tailor development programs that equip employees to drive greater agility throughout your organization. By actively managing employees' careers and ensuring the right people are in the right roles, we've proven it is absolutely possible to improve the performance of your organization.

**Right Management helps organizations and individuals win by providing thoughtful career development strategies and solutions that drive long-term business success.**

## Employees who reported their organizations had a greater career management focus were found to be 50% more productive.\*

*\* Right Management Career Development Study*

- **As organizations require more workforce agility, career development enables employees to respond.** Our career-building tools and expert coaches encourage employees to take ownership of their careers and develop skills that increase their value.
- **We mentor leaders,** empowering them to play a more active role in facilitating career conversations around performance and career direction.
- **An effective career management strategy helps organizations win.** Employers that make career development a priority will be better prepared to react to changing workforce dynamics, attract and retain top talent and drive innovation through an engaged workforce.

With **79%** of employers reporting significant engagement and retention problems, helping individuals map their careers has never been more important. Right Management's assessment tools and career expertise enable organizations to take a more active role in supporting their employees' career growth and development.

**Our solutions leverage RightEverywhere®**, a highly configurable digital platform with tools and resources for career development. Users develop insights about their strengths and skills in order to realize their potential and advance in their professional journey.

### **CAREER DEVELOPMENT - STAY AND GROW**

- Create a focus on career development in your organization and upskill your management team to have career conversations with your employees.
- Tools and workshops help employees build skills and competencies aligned with organizational needs.

### **CAREER MOBILITY - STAY AND CHANGE**

- Create and improve internal mobility by leveraging, retaining and redeploying talent as needed to better respond to market dynamics.
- Engage employees in their careers by providing new experiences and opportunities to grow.
- Assist employees in developing a personal brand to promote their strengths within your organization.

### **CAREER DECISION - STAY OR GO**

- Leverage assessments to provide insight around key strengths and preferences to help facilitate career planning.
- Empower employees to gain clarity about their careers, so they can make informed decisions about next steps.
- Employees who discover they may be mismatched in their current role can leverage RightEverywhere's resources and tools to seek new employment elsewhere or consider alternative options such as self-employment or retirement.

Right Management is the global career and talent development expert within ManpowerGroup (NYSE: MAN). We help organizations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career management and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35 years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries. Visit [www.right.com](http://www.right.com) to learn more about our capabilities and solutions

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