

Case Study: F1000 Defense/Aerospace Company

Career Management, People Development, On-Boarding

Drivers	Project Scope	Organizational Results
<ul style="list-style-type: none"> • Retain key players for critical roles in a fast-growing industry • Showcase career options to highly marketable engineers • Provide high-technology intensive workers with e-solutions • Build a common framework for on-boarding and career development • Integrate HR systems and increase use of those systems by all employees • Enable managers to work more easily with a multi-generational workforce 	<ul style="list-style-type: none"> • Develop and implement a career development system for largest business unit • Provide integrated career assessment website - linked to existing competencies, performance management, IDPs and business unit information • Train eight internal trainers to deliver workshops for managers and individual contributors • Add an on-boarding Career module to Orientation of new hires 	<ul style="list-style-type: none"> • Business Unit is now talent management showcase for other business units • 1,000+ employees using career assessment website • 500+ employees and managers participated in first two years • Technical managers are competent and confident in having more frequent and effective career discussions • Shift in Corporate Culture to employee ownership of careers