

Case Study: F100 Consumer Goods Company

Retention, People Development, Career Management, Career Pathing & Succession Planning

Drivers	Project Scope	Organizational Results
<ul style="list-style-type: none"> • People in key functional areas could not see career mobility options • Key sales and finance professionals leaving • Moving from patriarchal Corporate Culture to empowered career culture • Lack of consistency in professional standards for selection, performance management, career discussions and succession planning • Confusion in performance and advancement standards, due to recent mergers and acquisitions 	<ul style="list-style-type: none"> • Develop functional competencies for Sales, Marketing, Finance • Create Position Profiles for 100+key positions through involvement of 130 subject matter experts • Design and launch Web-based Talent Management Information System, integrated with performance management and 360 feedback, job posting and career development • Customize and deliver Career Development and People Development Workshops for 3,000 • Certify 40+ internal sales and finance employees to deliver workshops 	<ul style="list-style-type: none"> • Consensus built regarding key standards for success in 100+ key positions communicated to over 3,000 people in three functional areas • Employees could create their own career paths, using the information in Position Profiles • Retention of key sales and finance employees increased • Used new profiles to aid selection, development and promotion of employees • Managers and executives had a common language and set of standards for succession planning discussion and decisions.