

Case Study: F1000 Defense/Aerospace Company

Career Management, Succession Planning, On-Boarding, Retention

Drivers	Project Scope	Organizational Results
<ul style="list-style-type: none"> • Retain key players in a fast-growing industry • Show career mobility and advancement options to highly marketable new employees • Help new employees choose rotational assignments that benefited them and the company • Provide High-tech workers with e-solutions • Build a common framework for on-boarding and career management 	<ul style="list-style-type: none"> • Develop and implement career management components for a three year On-Boarding process • Develop career assessment website --integrated with existing competencies, performance management, IDPs and business unit information • Add on-boarding career management module to Orientation of new hires • Support a shift in Corporate Culture to employee ownership of their own careers 	<ul style="list-style-type: none"> • 4,000+ employees participated in career management modules in past 4 years • 15,000 employees engaged in career self assessment via website • Highest ratings for annual professional development conference • Technical managers more competent and confident in career discussions