

# Case Study: F500 Financial Services Company

## *Career Pathing, Redeployment & Career Management*

Drivers	Project Scope	Organizational Results
<ul style="list-style-type: none"> <li>• Create a culture of associate accountability for Career Management</li> <li>• Change in business model to remain competitive</li> <li>• Outsourcing non-core business functions</li> <li>• Entering new business lines – needed new competencies</li> <li>• Release, retain and recruit concurrently</li> <li>• Exit with respect and dignity those without future positions</li> </ul>	<ul style="list-style-type: none"> <li>• Career workshop for all employees to “take charge of their careers”</li> <li>• Web-based assessments to engage all employees</li> <li>• Career mobility – web-based access to 1,000 jobs based on interests</li> <li>• Redeployment program to support employees during a 60 – 90 day bidding period</li> <li>• Shift Corporate Culture to employee ownership of own career</li> <li>• Outplacement support for those leaving the organizations</li> </ul>	<ul style="list-style-type: none"> <li>• 4,500+ employees successfully redeployed</li> <li>• 64% transition success – 13% internal, 51% external</li> <li>• Career Development programs so successful, rolled out to entire organization to allow all employees an opportunity to more effectively manage their own careers</li> <li>• Partnered with Corporate University Program</li> </ul>