



UP IS NOT THE ONLY WAY

RETHINKING CAREER MOBILITY

WHY IS THIS CRITICAL?

Organizations can benefit greatly by creating more right places, for more right people, at more right times through career mobility. Flattened organizations and limited career ladders don't have to stifle career growth and opportunities for today's workforce. In fact, opportunities are still there – different and varied and even more plentiful, in a mobility-minded culture. Consider ...

- Talent mobility significantly expands the talent pool and drives economic growth.
- Development and growth drive engagement and retention and subsequently productivity.
- The employee/manager covenant is more important than ever.
- The key to making talent mobility work is having a culture that accepts, promotes and celebrates movement in every direction.

WHAT IS IT?

- Flexible, 90-minute to two-hour interactive experience for individuals and/or managers.
- Instructor or Virtual Instructor-Led learning experience.
- Digital materials including the book ***Up is Not the Only Way***.

HOW IT WORKS

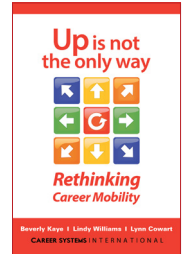
Participants will Rethink careers and their personal definition of career success as they...

- Begin to understand the concept of kaleidoscope careers – accessing multiple growth options to build patterns that can lead to action towards career goals – instead of focusing on one single position or path.
- Consider building an experience portfolio, tapping into multiple growth options including lateral, enrichment, exploratory, realignment, vertical and relocation experiences.
- Learn to manage careers with agility, while building workplace resilience as the world continues to change.

OUTCOMES

Participants will...

- Identify benefits of 'rethinking' mindsets to support career mobility.
- Examine what development and professional growth looks like in a changing world of work.
- Evaluate how six types of experiences might be integrated into career plans.
- Self-assess their readiness to adopt and act on a new career mobility mindset.



Based on concepts from *Up is not the only way: Rethinking Career Mobility* by best-selling author Beverly Kaye with Lindy Williams and Lynn Cowart.

“Promotions still happen, but today's careers consist of a range of experiences – large and small – that ultimately come together to shape a career journey.”

“Greater talent mobility can help address talent shortages and close skill gaps.”
— The World Economic Forum

