



HRIGNITE

Elevate
your people.


Boost Employee Engagement with Tailored Career Development




John Mallia
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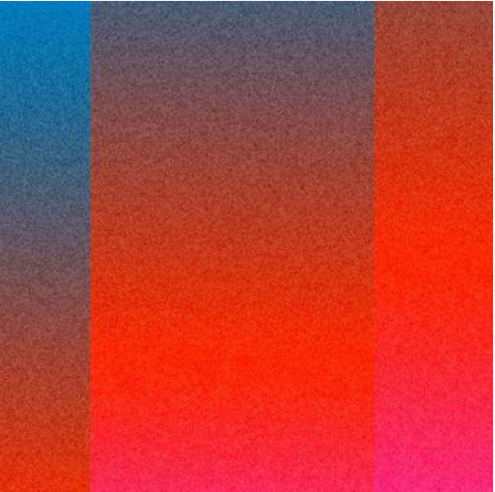
Boost
Employee
Engagement
with Tailored
Career
Development

A large, light pink circle with a subtle drop shadow, serving as a background for the central text.

**Create
Win-Win**

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Why is it important?

A decorative graphic consisting of three vertical bars of different colors: blue, grey, and red.

LinkedIn Workplace Learning Report (2024): Career growth is the #1 reason people stay at a company.

94% of employees say they would stay at a company longer if it invested in helping them learn. - LinkedIn's 2019 Workforce Learning Report, as cited by CNBC.

Organisations with a strong learning culture have 30%–50% higher engagement and retention rates. (Deloitte Insights 2023)/(heartcount.com)

Employment trends in Europe

76.1% (Q1 2025) = higher employment rates – stronger mobility – career development

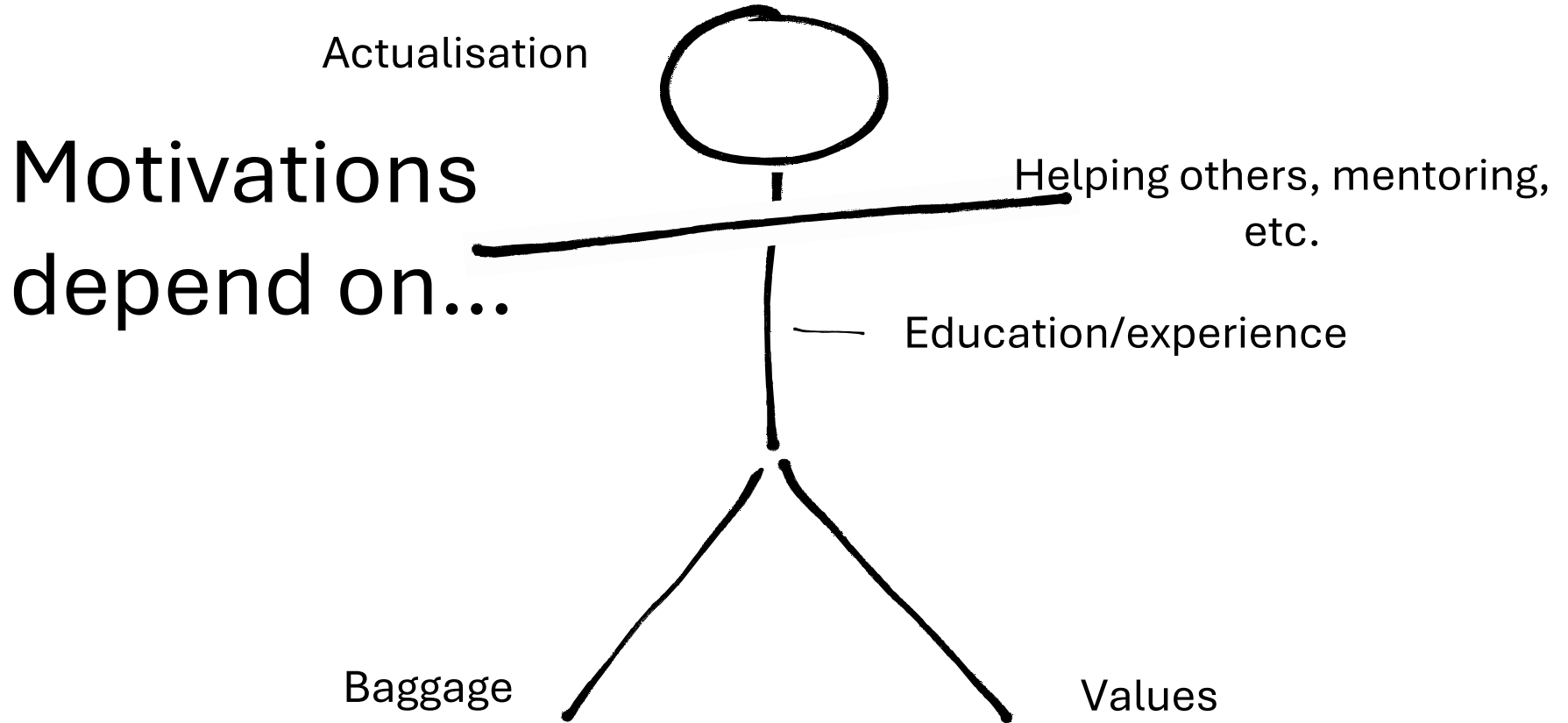
Peopleinsight.co.uk 0 UK employees rank career development as one of the top 3 engagement drivers, especially among GenZ and Millenials



Meaningful career
growth and
development
opportunities that
align with personal
skills, aspirations
and values



Organisational
competences
aspirations
values



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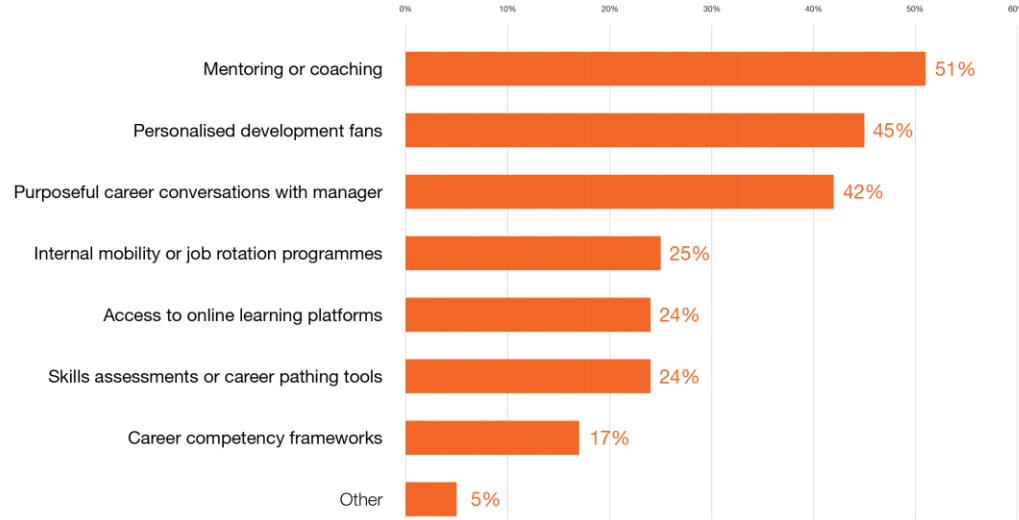
The Role of Managers and Mentors



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What are the most effective approaches your organisation uses to support individualised career development?





What are the main barriers your organisation faces in delivering meaningful career development experiences?



**What do your
team members
value the most?**

- Purpose
- Stability
- Challenge
- Recognition
- Others...

ENGAGEMENT

RETENTION

**INTERNAL
MOBLITY**



Career



Competence



Care

Motivation mapping

What energises you?

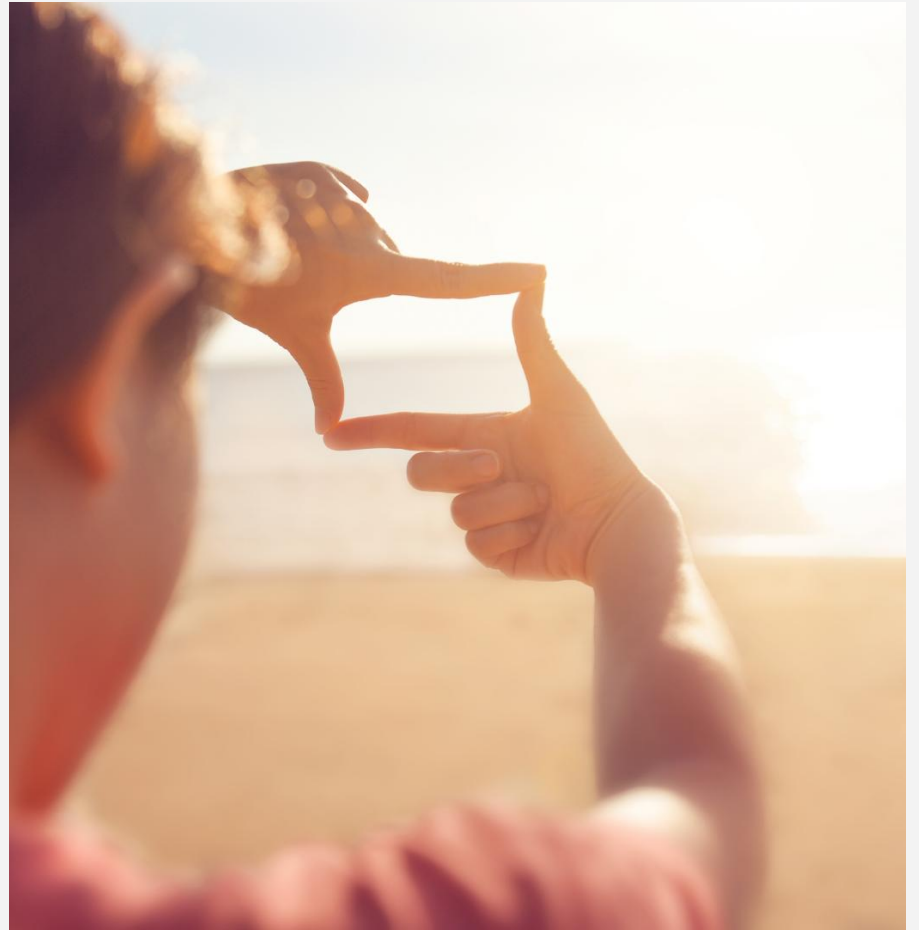
What do you want to learn next
year?

Where do you see yourself in 3
years?



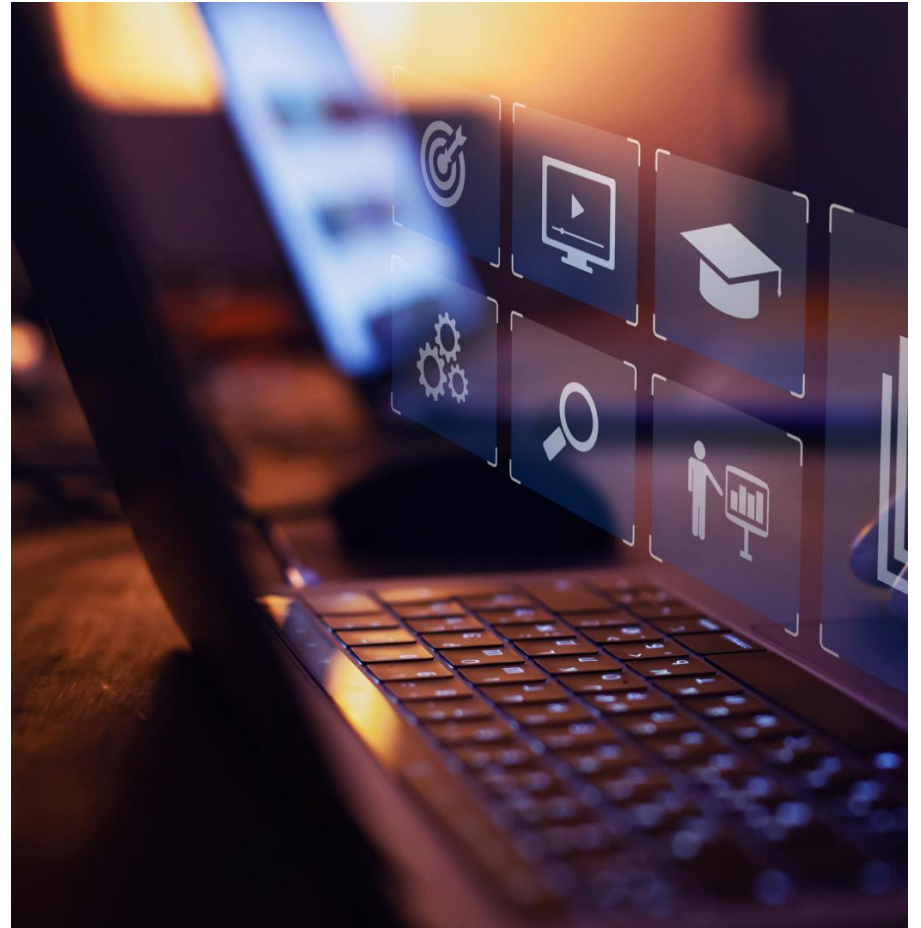
Engagement starts with a sense of future

- Goals
- Reality
- Options (experience, academia, training)
- Way forward



Learning Methods

- Mentoring
- Stretch Projects
- Training



Managers and Mentors as Career Catalysts

Employees with mentors are 5
times more likely to be
promoted



Designing the Development Plan

SMART goals

- Aspirations
- Skills
- Timeline
- Resources



Creating the Career Development Culture

Points to Ponder...

- Manager = connector + coach
- Making it easy for staff to be open and discuss
- Using Performance reviews better
- Know your people
- Observe
- HR cannot do it all – filter to lower management – limited visibility
- Not rejecting applicants but redirecting them to another position in the company that might be more appropriate.

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Providing support to managers to become better development partners



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Leveraging Tech Tools

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Talent marketplace Platforms

- Gloat – gloat.com
- Fuel 50 – fuel50.com

Career Mapping Tools

- Degreed – degreed.com
- EdCast – edcast.com
- Muchskills – muchskills.com
- LinkedIn Learning Paths - linkedin.com/learning

AI-Powered Assessments

- Pymetrics – pymetrics.ai
- CliftonStrengths
- High5 – high5test.com

Metrics to track

- Internal mobility rates
- Learning completion and skill adoption
- Retention of high-potentials
- Career conversion frequency



**What's one thing you will
do differently this month
to support tailored career
growth?**



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Key Takeaways



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KEY PRACTICAL TAKEAWAYS

Create the time: no time, you pay!

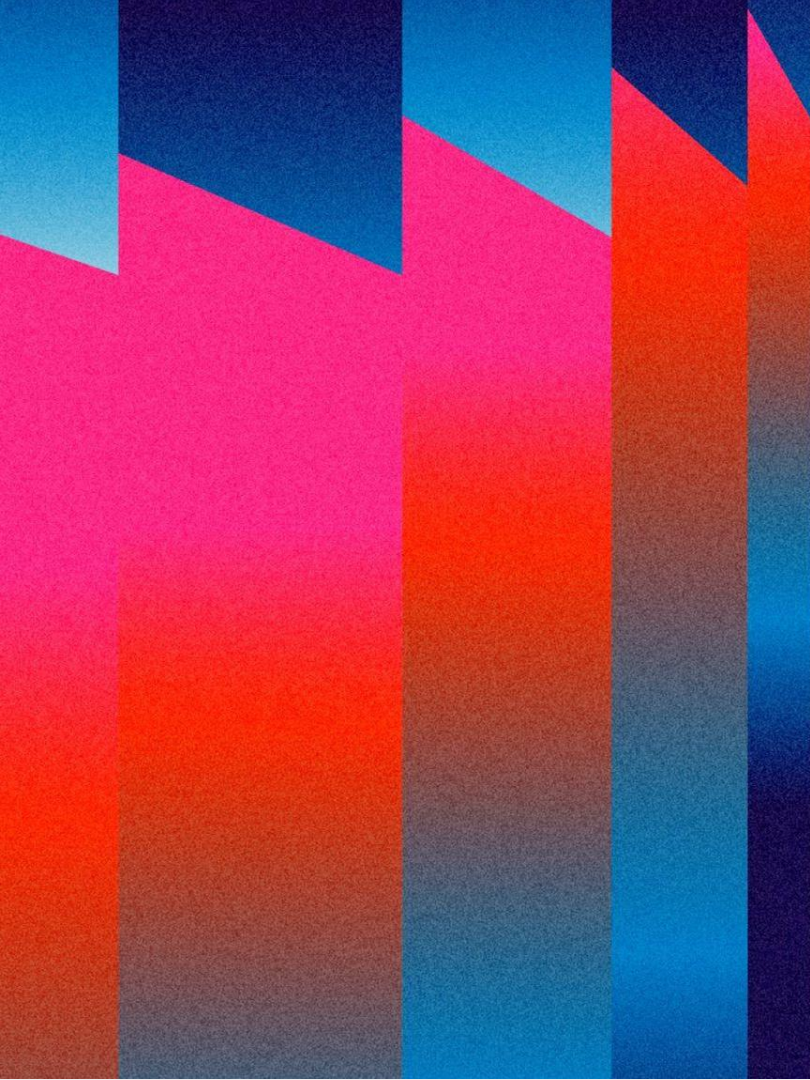
Career, competence, care

Cultivate a sense of future

Stretch projects

Mentor/connect culture – know your people

Personal development plans need maintenance!



“It is never too late to
be
what you might
have been.”

George Eliot

Thank You!

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