

Career and Development Planning



Development Plan

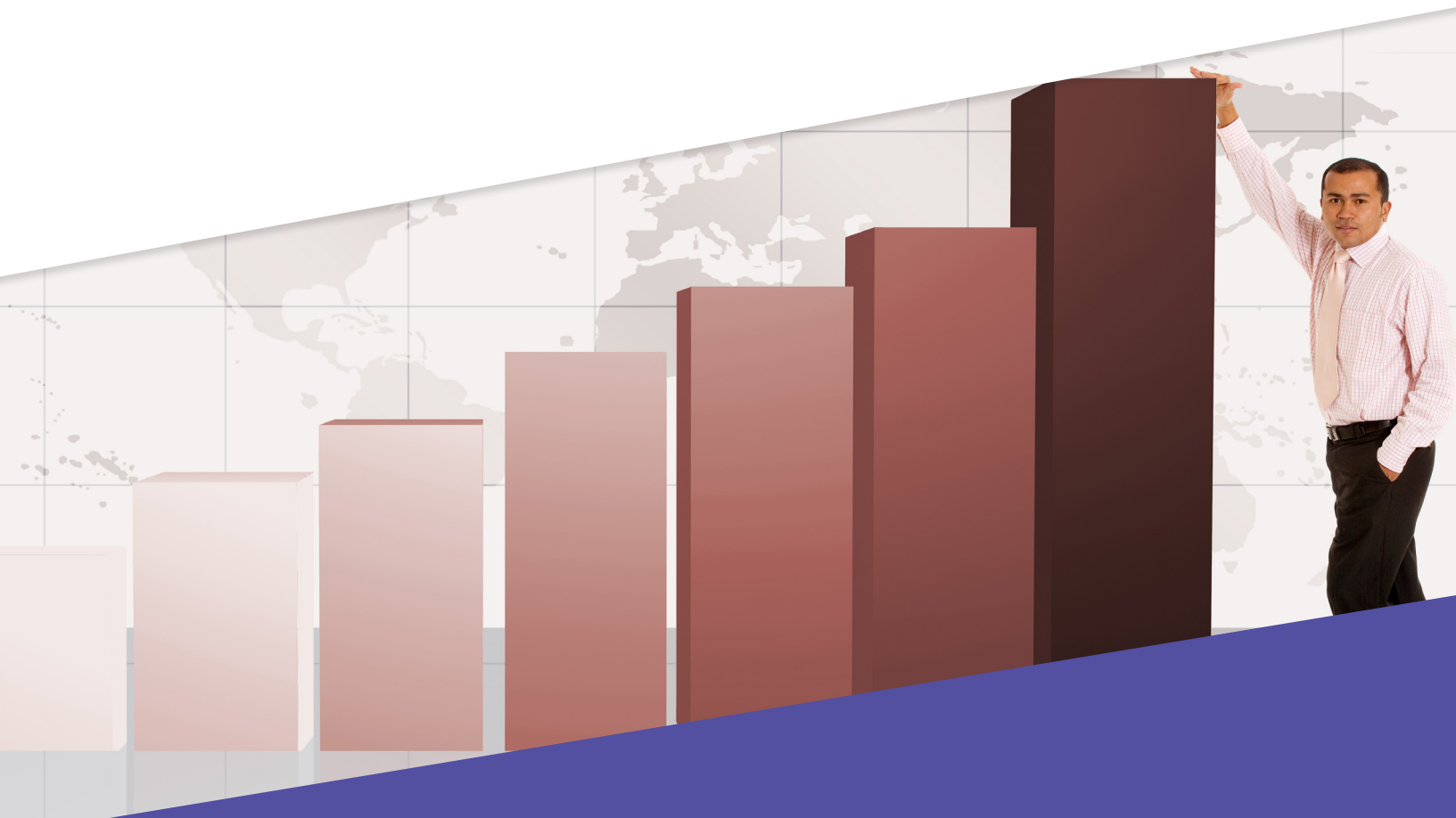
Create and manage objectives for personal development

Career Worksheet

Provide an overall view of competencies and identify potential gaps

Career Path

Guides an employee's development and defines future paths



Career and Development Planning provides you with the ability to create and **manage development plans** and **career paths** for employees. It guides them in expanding their skills and prepare them for the next steps in their careers within your company. **Learning activities are aligned to competency gaps** to prepare your workforce for current and future human resource requirements. This increases employee engagement, fosters professional growth and development as well as maximises career development.



What is included

Development Objective Plan

Creates and manages objectives for personal development. Objectives can include links to competencies that the employee plans to develop for current or future roles.

Career Path

Create standard career paths in the company which can be accessed from the Career Worksheet to guide employee development.

Career Worksheet

Identifies one or more future roles that the employee is interested in pursuing. It tracks competency requirements and gaps, enabling the employee to focus on the right development to achieve career goals.

Development Reports

Create reports with the ad hoc report builder to view and download data about development plans.



Benefits

Manager

- Organisations that emphasise career development and planning are more likely to attract and retain top talent.
- Enhances, builds and develops individuals to become better employees and prepares them for higher-level positions.
- It increases manager morale, motivation, communication and skill sets that will improve overall job commitment and productivity.
- Helps to attract and retain top talent, promotes self-development and low labor turnover.

Employee

- Provides direction with career decisions and changes.
- Increases communication between management and employees thus providing a sense of personal achievement and job satisfaction.
- Drives own development ensuring motivated and engaged employees.
- Enables top talent to apply for critical positions that may become vacant in the organisation.



Implementation timeline

Choose from three implementation and support approaches allowing different levels of configuration freedom:

SuccessExpress

For clients who want to enable an “out-of-the- box” baseline solution using best practices and no configuration adjustments.

Implementation time:
2 - 4 weeks

SuccessAccelerated

Built on the baseline of SuccessExpress for clients that need basic configuration and process adjustments.

Implementation time:
6 weeks

SuccessTracks

Utilising a traditional implementation approach to build a customised solution from the ground up with company specific configuration.

Implementation time:
12 – 30 weeks