PROJECT SUMMARY
FINANCIAL PRODUCTS DIVISION – HEAVY EQUIPMENT MANUFACTURER

PROJECT TITLE: CAREER MANAGEMENT & SUCCESSION PLANNING PROCESS

Project Overview: CGN worked with a Fortune 100 client to create a visual career management and succession planning methodology.

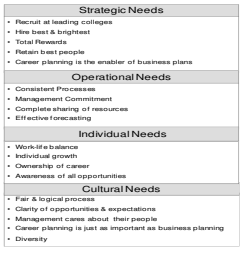
Business Objectives

- Seeing a pattern of low employee satisfaction, the client identified a need to improve their career and succession planning process. The primary objectives were:
  - Raise employee satisfaction with regard to career development
  - Develop a career management tool to provide supervisors and employees a means for planning career goals
  - Develop a process for managing career moves into and outside of the Financial Products Division, as well as across the functional areas within
  - Understand the demand for and improve the supply of talent via better alignment with growth patterns
  - Provide faster identification of qualified resources across the enterprise for succession planning purposes

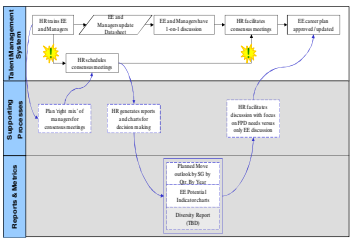
CGN Solution

- CGN developed a customized career management and succession planning tool and process that provides executives with easy visibility to available resources, enabling them to fill forecasted jobs in a timely manner. In addition, the visual tool facilitates the career planning process, illustrating career pathing options for individual employees based on career aspirations and goals
- CGN also provided the following implementation deliverables:
  - Support and training materials for end users to ensure that the process is carried out effectively and in a timely manner
  - Communication plan for rolling out the new tool and process
  - Recommendations regarding processes and metrics that will help better utilize the information captured in the client's talent management system

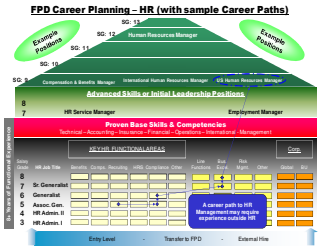
VOC RESULTS



PROCESS RECOMMENDATION



VISUAL TOOL (EXAMPLE)



PROJECT DURATION:

May – June, 2005

RESULTS:

The career management and succession planning methodology provided benefits for employees at all levels of the organization

Benefits for Executives & Managers included:

- **Improved alignment of talent supply and demand**
- **Simple way to identify multiple qualified candidates for open positions and succession planning needs**
- **Reduction in time-to-fill open positions**
- **Facilitation of employee career and development planning**
- **More focused development planning, leading to improved enterprise expertise and performance**

Benefits for Employees included:

- **Allows employee to visually look at possible career pathing opportunities**
- **Empowers employees to plan and manage their own career**
- **Transparency and clarity with the process, resulting in higher engagement and satisfaction**

For details call: 1.888.RING CGN (1.888.7464.246) or e-mail: (hcm@cgn.net)
NORTH AMERICA | EUROPE | ASIA
www.cgn.net

Copyright © 2008 CGN, Inc | Proprietary & Confidential