

L&D'S ROLE IN *CAREER MOBILITY* 4 TIPS FOR SUCCESS

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

Career mobility can give employees the much-needed space to develop new skills sets to move upward or laterally within the business. It can...



Motivate employees to stay long term.



Promote a learning culture.

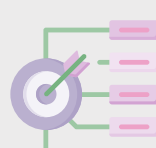


Help **grow** the organization.

Here are four tips L&D leaders can use to leverage career mobility.

1 ASSESS BUSINESS GOALS AND FUTURE PLANNING

To help your organization determine which skills your workforce needs to meet current and future milestones:



Partner with senior leaders to **assess** business goals and uncover skills gaps.



Conduct a needs analysis to evaluate specific training needs and to help build a **strategic** L&D plan.

2 CREATE RELEVANT UPSKILLING AND RESKILLING PROGRAMS

Consider your employees' learning preferences while designing and delivering skills development training so that it satisfies modern employee expectations and is applicable to their growth.



Leverage tools and technologies to create accessible learning solutions available at the time of need.

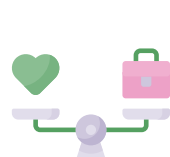
3 MAP CAREER GOALS WITH SKILL-BUILDING OPPORTUNITIES

Create a [development map](#) for each employee to provide them with a clear and practical path toward reaching their career goals.



4 ESTABLISH A SENSE OF BELONGING

The key to retaining employees is to foster a psychologically safe environment that prioritizes the employee experience by ...



Promoting an optimal work-life balance.



Enhancing team connectivity.



Rewarding employees for outstanding achievement.



Career mobility can help reduce turnover and increase engagement by giving employees a clear pathway toward achieving their professional goals internally. Whether employees desire to move up or laterally within the company, L&D leaders should ensure that they give their people the room to reach new heights.

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