

HIRING SUCCESS 2020



INTERNAL MOBILITY DONE RIGHT!

Why IM is good, Why IM is hard & How IM can get
better in your business

WORKSHOP STRUCTURE



1. Why is Internal Mobility good?
2. Why is Internal Mobility hard?
3. How can Internal Mobility get better?



1.EMPLOYEE RETENTION



2.EMPLOYEE HAPPINESS



3.IMPROVE EMPLOYER BRAND



4. BETTER HIRES



5. REDUCE RAMP UP



6. PROVEN CULTURAL FIT



7.FUTURE PROOF VS GEN Z



1.DISCOVERY



2.APPLICATION



**THE
WINNER
IS...**

3. MISALIGNED INCENTIVES



4. POOR / SILOED DATA ON EMPLOYEE CAPABILITY



5. TOOLS GAP



6. AMBIGUITY OF OWNERSHIP

Expert

Professional who has

through study and

particular field

opinion may be

solving, or

expert evi

7. HIRING FOR EXPERIENCE NOT POTENTIAL

INTERNAL MOBILITY

WHY IM IS GOOD, WHY IM IS HARD, HOW IM CAN GET BETTER

Good

1. Retention
2. Happiness
3. Employer brand
4. Better hires
5. Reduce ramp up time
6. Proven cultural fit
7. Gen Z expects it

Hard

1. Discovery
2. Applications
3. HM not incentivised
4. Data is siloed
5. Tools gap
6. Who owns IM?
7. Hiring mindset

Better?



1. HIRE FOR POTENTIAL / GROWTH



2. IMPLEMENT JOB ROTATION PROGRAMME



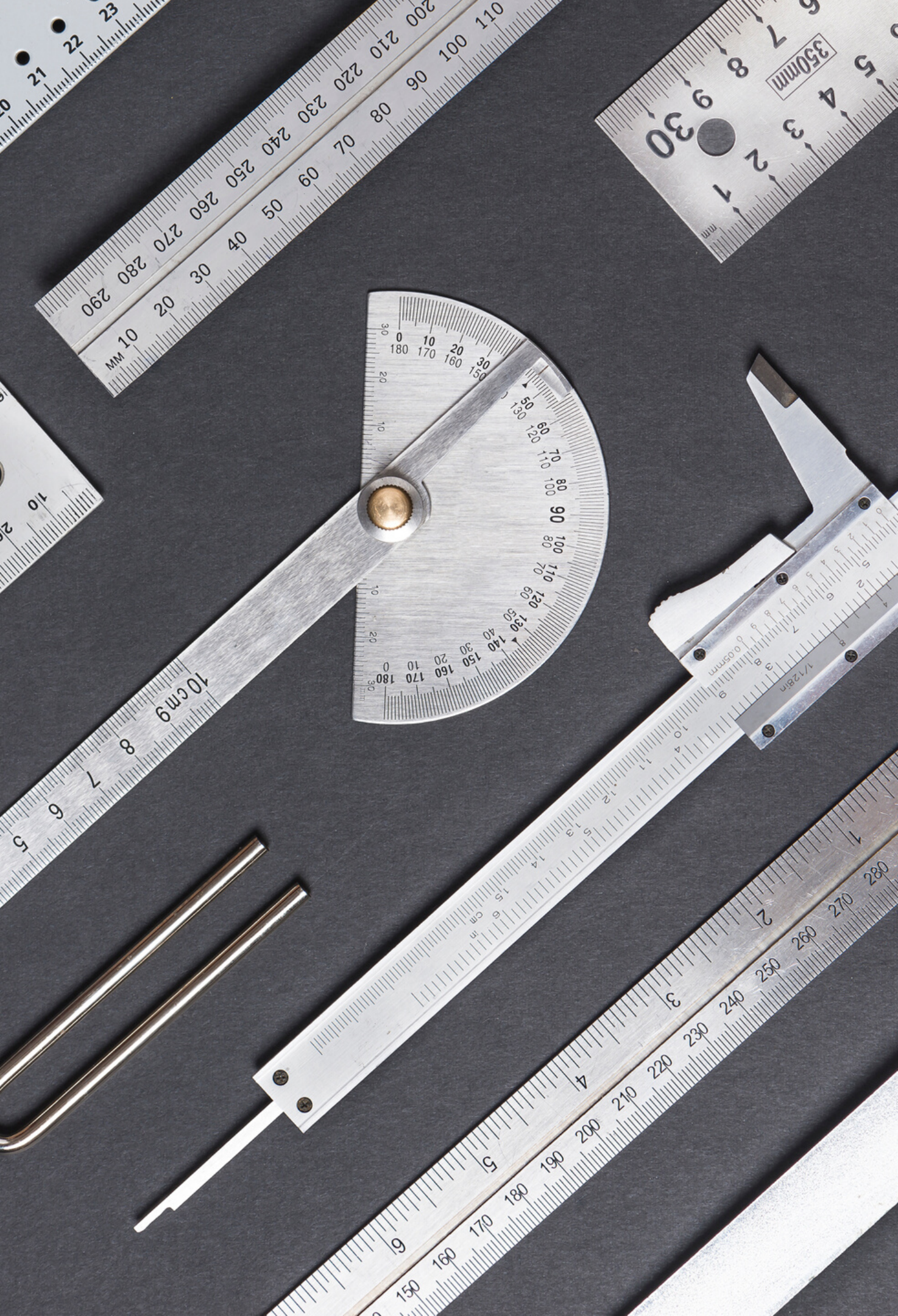
3. ENCOURAGE LATERAL INTERNAL MOBILITY



4. WHOLE LIFECYCLE DATA COLLECTION



5. INTERNAL JOB MATCHING PLATFORM



6. KPI'S FOR HIRING MANAGERS



7. PRIORITISE PIPELINE NEW TALENT

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Better?

1. Hire for potential / growth
2. Job rotation programme
3. Lateral vs only upward IM
4. Whole lifecycle data collection
5. Internal matching vs internal apply
6. Align incentives
7. Pipeline new talent

HUNG LEE

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**THANK YOU FOR
PARTICIPATING!**

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