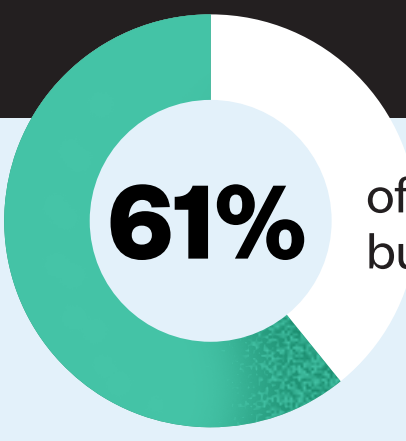
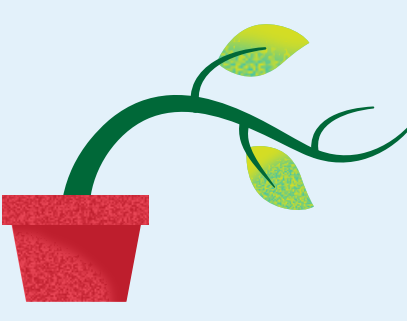


# How Internal Talent Mobility Helps You Grow

Talent mobility occurs when you properly care for your employees to truly develop them and help them grow within your organization. But it's hard to get started...

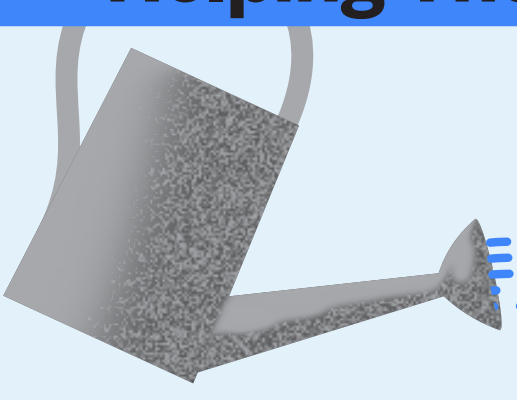


of employees are burned out on the job

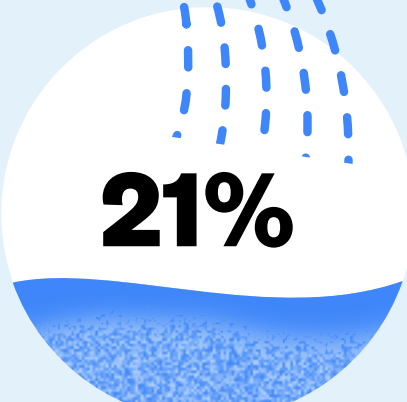


1 out of every 3 workers will leave their current jobs

## Helping Them Flourish



Highly engaged teams show greater profitability by

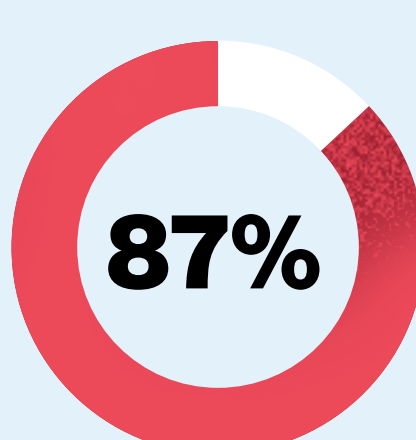


When employees are happy, they are more productive and focused, allowing them to grow.

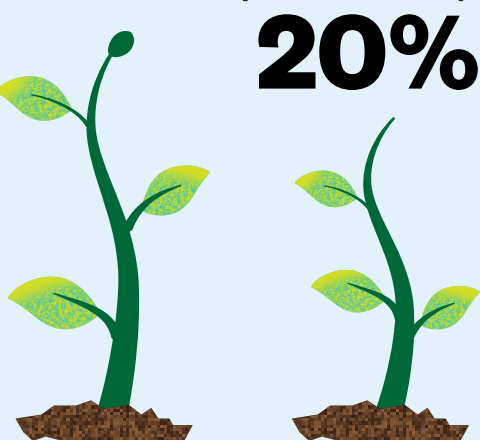


Companies that foster employee happiness outperform their competitors by

20%



of employees expect their employer to support them in balancing work and personal commitments.

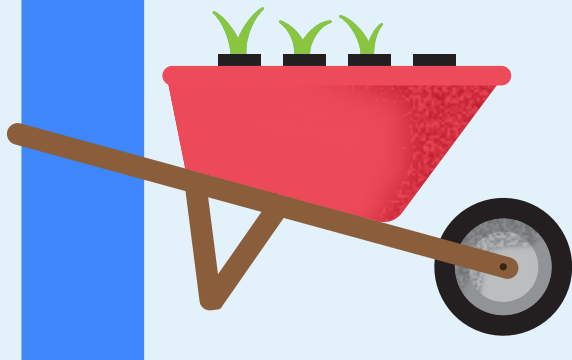


**Tip:** Keep employees satisfied by being transparent and readily available, encouraging independence, providing constructive feedback, and regularly expressing appreciation.

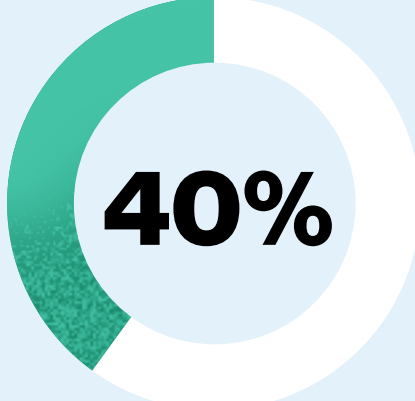


## Keeping Your Best People

Employees will hang around when they are given the opportunity to engage, become more involved, and transition professionally.



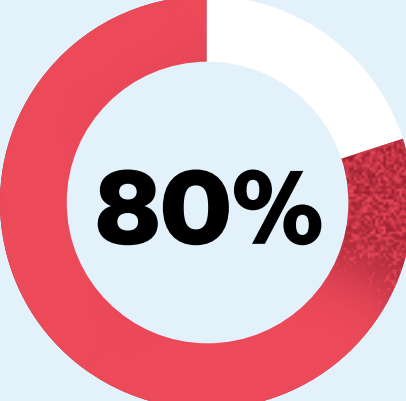
More than **three-fourths** of respondents cited flexible schedules and remote work as the most effective nonmonetary ways to retain employees.



of employees who receive poor job training leave their positions within the first year.



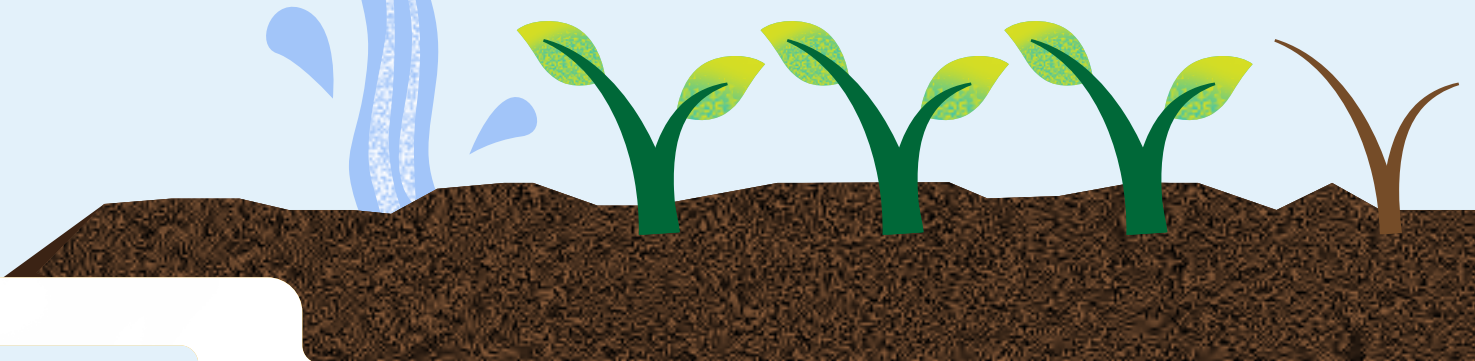
87% of millennials say professional development or career growth opportunities are very important.



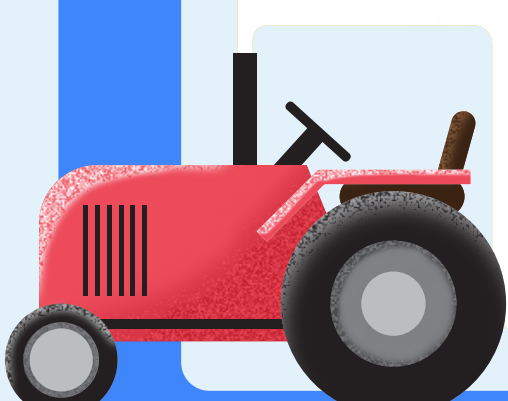
of U.S. workers say they would turn down a job that didn't offer flexible working.



76% of employees want opportunities for career growth.

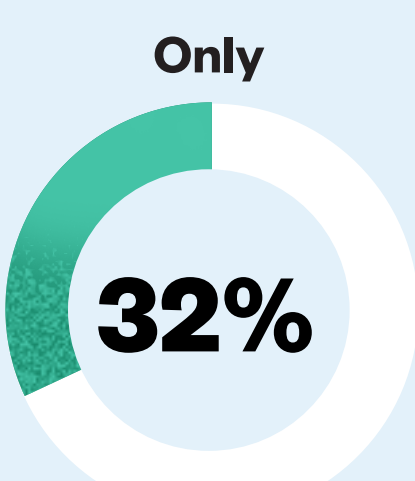


**Tip:** Increase employee engagement with fun ideas like hosting new hire parties, proactively matching employees with relevant roles and implementing programs that focus on employee wellness or promoting social responsibility.

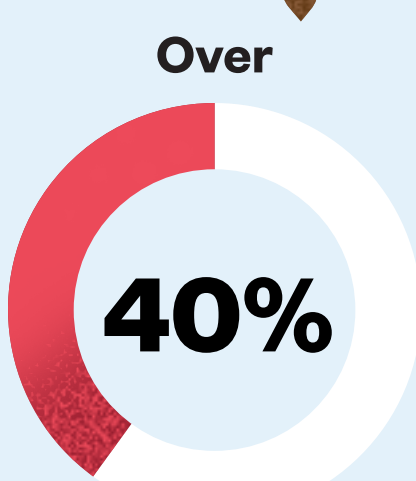


## Leaders Produce New Leaders

Given the proper environment and support from leadership, employees become leaders and help others develop their leadership skills. However...



of managers want to improve talent management.



of organizations say they rarely or never provide career planning and development.

**Tip:** Provide career coaching services or mentor programs to encourage employees to set goals, continue their education, and earn new responsibilities in a systematic, structured way.

