

Mobility

For a mobility process
Sboosting your
 strategy



“ Mobility, a performance driver for the company ”

A FAVORABLE BACKGROUND

In a stressed economic climate dominated by the war for talents, baby boomers' retirements and frozen recruitments, mobility becomes a priority for HR professionals. By acting as a key to retain and motivate employees, by helping to ensure and develop the company's skills, mobility is now emerging as an essential performance vector.

THE ISSUES

The implementation of a mobility management policy must provide answers to the following questions:

- How can be treated each application in due time, selecting the best qualified candidates?
- How can the best qualified candidates be attracted to accept a proposal for mobility?
- How do managers accept the idea of the mobility of their employees?
- How to drive the mobility based on requests, offers and ongoing missions?
- What role for managers in the implementation of a mobility policy?
- Which support for the candidates for mobility?
- How gain visibility on the pools of candidates for mobility?

SPECIFIC RESPONSES

- Manage career: using information from annual reviews, establishing succession plans in managing individual career plans,
- Nurturing the desire to change: by providing internal job pools, providing individualized responses,
- Provide visibility on the actions undertaken: by providing policymakers dashboards and indicators, providing management with the tools to manage the mobility of their teams.

To have the «right people» at the «right place» at the «right time»



BENEFITS THROUGH OUR CASE STUDIES

Insurance:

- Review of the process of talent management for its extension to the whole population in terms of career plans and succession
- Constitution of the skills approach from collection of the practices of different professional families and entities
- Construction of an approach to structuring a global and harmonized repository of expertise
- Optimizing the integration process between the skills, talent and performance

Supermarkets:

- Implementation of an evaluation tool of skills frameworks and career monitoring
- Analysis of need in terms of internal mobility in the context of the implementation of a tool for back office recruitment

M Our methodology

DEFINE THE "MOBILITY" APPROACH STRATEGY

- Defining the issues and objectives of the mobility
- Identify priorities for implementation of mobility program
- Define project milestones
- Plan the alignment of the mobility to meet the goals established

FORMALIZE THE PROCESS OF MOBILITY

- Establishing the diagnosis of good practices and areas for improvement of the existing mobility process
- Build the maps of key players in the mobility process
- Develop the process of mobility management

DEVELOP TOOLS AND MATERIALS

- Identify and, if necessary, adapt / optimize the hr tools for mobility (cv, assessment interviews, historical training, career development, succession plan ...)
- Define common repositories useful for mobility (skills, ...)
- Define the change management activities (communication, mobility charter ...)

FINALIZE MOBILITY DEVICE

- Launch the final device (make the tools available to hr professionals, managers and staff, train and communicate ...)
- Measure profits
- Communicate the success stories

Define the "mobility" approach strategy

Formalize the process of mobility

Develop tools and materials

Finalize mobility device

PRINCIPLES OF A SUCCESSFUL MISSION

- Share a common definition and issues of mobility with policy makers and management
- Develop harmonized processes and shared management of mobility
- Set a realistic project approach based on «small wins»
- Accompany change with all stakeholders so that all «play the game»

OUR CUSTOMER'S REFERENCES

ALEXION • AXA • CARREFOUR • CPI • CRÉDIT AGRICOLE • DIESEL • ED • FRAIKIN • MAGASINS U • MICHELIN • ORANGE • PERNOD RICARD • PIERRE & VACANCES • SOCIÉTÉ GÉNÉRALE • THALES

