

Talent Pathways

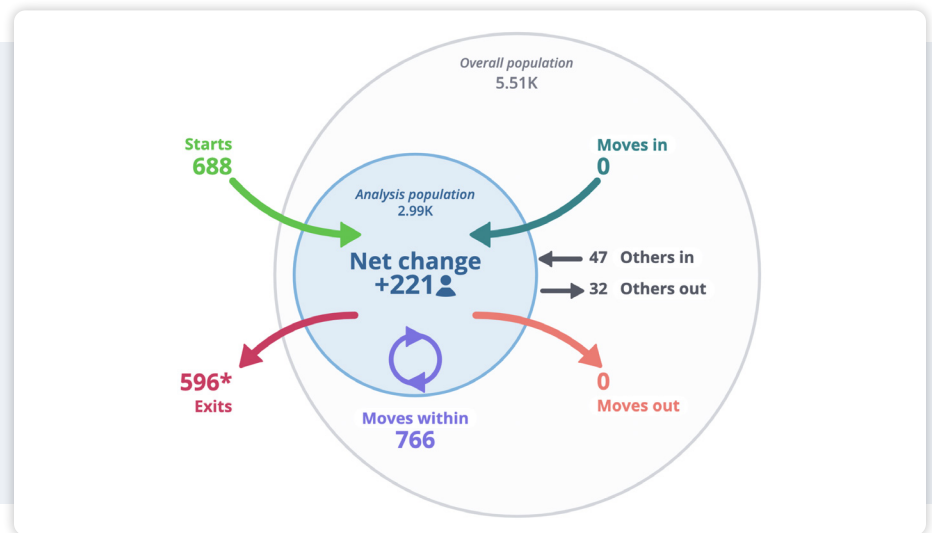
Visier NOW™, for today's most urgent workforce challenges

As companies look to stem the great resignation and compete for talent, the most obvious solution lies in fostering internal mobility. Many people who are leaving their jobs during this great resignation are looking for growth opportunities, and fostering that movement benefits everyone. Internal hires are more productive, considerably less expensive to hire, and makes employees feel valued. Leverage smart career paths, built on actual movement, to help employees steer their careers, while deploying talent where they'll have the biggest impact. Be a place known for building people up.

When you can get the right answers, you can take the right action.

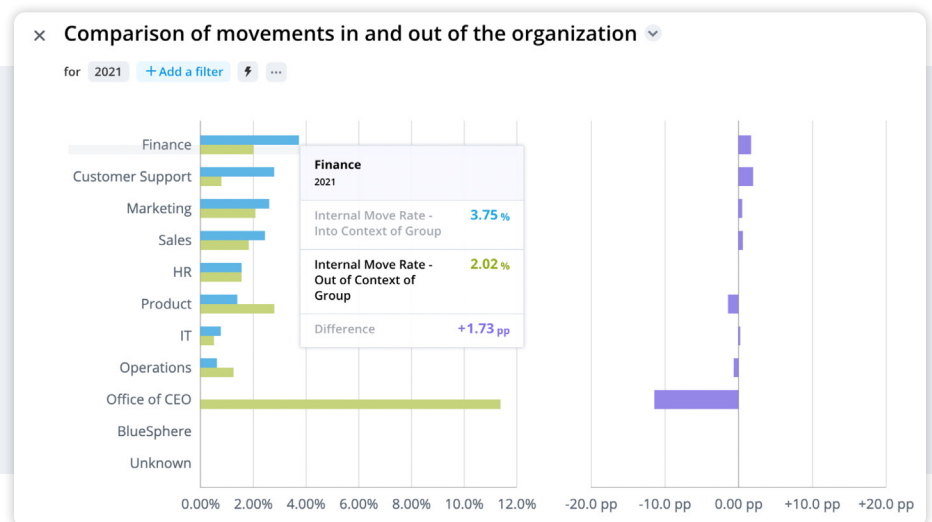
Ask: What is the impact of movement across the organization, or within a specific group, such as high performers, management level, or department?

Act: Stem undesirable exits, while identifying where talent is being successfully nurtured.



Ask: Identify if an organization is a net importer or exporter of talent

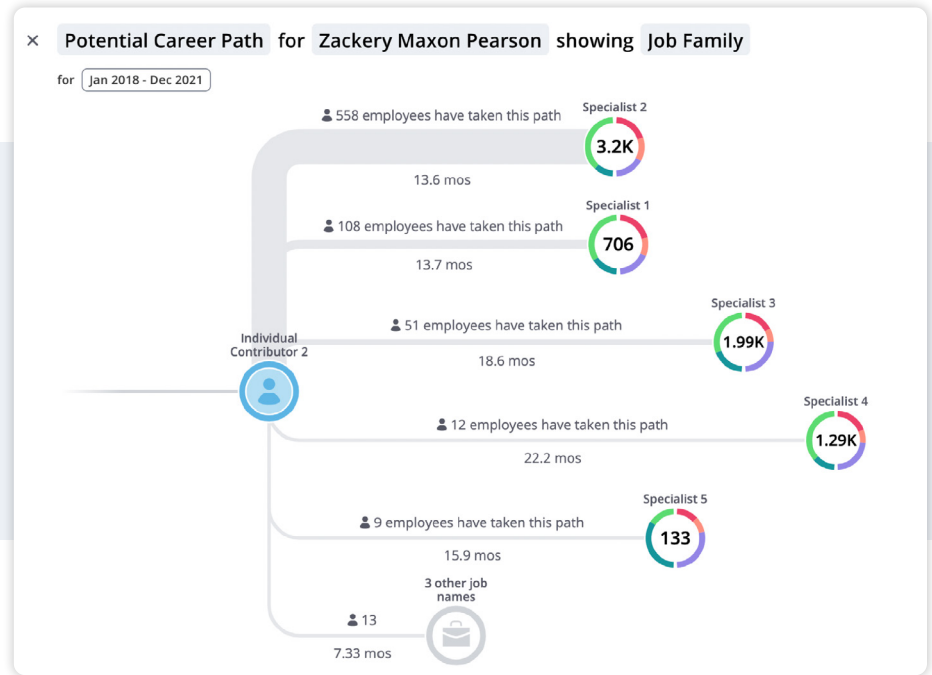
Act: When you understand which organizations attract high performing talent you can apply those insights and develop people strategies for the rest of the organization.





Ask: Where can employees consider moving to grow their career, based on actual movement of others?

Act: Help managers and employees have conversations about career growth and identify which jobs naturally develop into others.



Get Business Results

During an investigation into regrettable turnover, First West Credit Union discovered that some was directly tied to poor communication and planning for career progression. They relaunched a learning and certification program and not only saw a reduction in turnover, but had more internal promotions than before and a pipeline of candidates for future openings.

- Internal candidates hit the ground running, reducing lost productivity due to time to fill and time to train
- The skills shortage is real and preparing internal candidates for hard-to-hire roles makes it easier to stay agile
- New and existing employees are looking for growth; internal mobility is a way to increase attraction and retention of high performers

Partner with experts to deliver real change

Visier People is uniquely suited to help you promote a culture of growing talent by uniting all of your people data to understand internal movement and where career development opportunities exist. We're here to help you get started with:

- Guidance at every step to create the solution that suits you
- Tailored support to meet your needs during your relationship with us
- Change management resources for a data-driven people management function