

LHH Career Navigator

Engage – empower – enrich your employees through personalised internal career development

41% of exiting employees cite a lack of career progress as their #1 reason for leaving, costing employers an average of £30,614 per employee from lower productivity, vacant roles and the cost of hiring new talent.

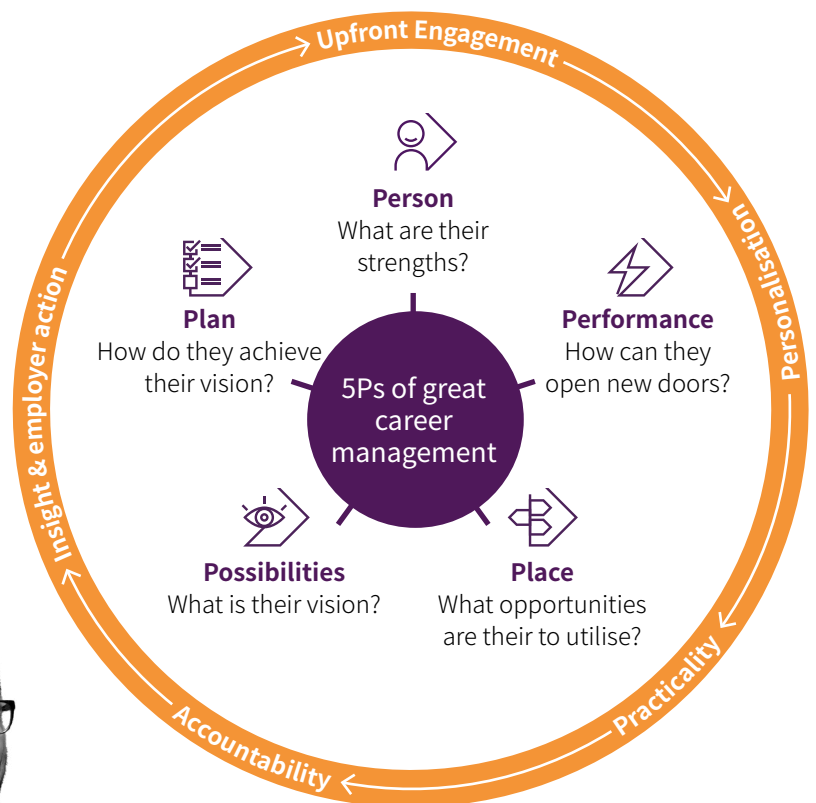
LHH's Career Navigator helps employers retain talent empowering employees to take ownership of their career development.

Benefits of partnering with LHH

- ▶ Access to LHH's highly experienced pool of career coaches
- ▶ Increased employee retention and engagement
- ▶ Increased internal applications for roles
- ▶ Improved success rate of internal applicants moving internally
- ▶ Reduction in external agency spend.

We know what drives great careers

Career Navigator is built on LHH's 5Ps proven framework for career activism and supported by the key components that need to exist in a successful career programme. These elements will give employees the confidence to take control of their career with their employer support.



42% of employees say they would be interested in changing roles internally but do not know how to do so

77% increase in loyalty of employees after they have received career coaching

Career Navigator: custom-built to boost careers

Career Navigator provides a 6-12 month journey which includes one-on-one personalised career coaching sessions and access to LHH's purpose-built career hub to support employees in achieving their goals, and improve an organisation's talent retention and engagement.



Ignite

Orientation and kick-off session

- ▶ Upfront communications and light prework
- ▶ Employee meets their cohort and joins an accountability trio
- ▶ Get an understanding of the key career thought processes and start reflecting
- ▶ Employee learns how to book and connect with a career coach and navigate around the career hub.

Navigate

6-12 months unlimited career coaching supported by LHH's purpose-built skills hub

Typical Conversations

- I don't know where to start?
- Which option is the best for me?
- Can I practice an interview with you?
- How do I boost my reputation?
- How can I craft changes to my current role?
- Can you have a look at my CV?

Example use of career hub

- ▶ Light-touch career self-assessments
- ▶ Videos, articles and e-learning on career skills
- ▶ CV samples, interview process prep
- ▶ LinkedIn Learning.

Thrive onwards

"Thrive onwards" session

- ▶ Employees regroup with their cohort, sharing success and learning
- ▶ Cement employee's reflections and onward plan – how they can be accountable and take action.

Optional further support

- ▶ Support further reflection with workshops, further coaching or portal access

