

# Checklist - Four strategies to build an internal redeployment program

With the shelf life of skills reducing faster than ever before, employees feel the pressure to acquire the right skills to keep them employed and progressing in their jobs. Meanwhile, leaders are already struggling to address the existing skills gaps within their organizations to be ready for the future. The solution? Redeployment.

Redeployment is a critical component of career mobility programs, offering both vertical and lateral, non-linear movement of employees within the organization.

For the program to be successful, however, it's important to create the right mix of technology and human touch. It is also essential to equip managers and leaders so they can drive a culture of continuous skill-building, while enabling their people to empower themselves to put those skills to use and grow their careers.



## Four strategies to build a comprehensive internal redeployment program:

### 1. Plan for future talent needs and changing skills demands

- Start with a visioning exercise—by asking about the skills needed in the organization now and for the future and proactively identifying the right talent ready to fill open positions or grow into them.
- Include labor market data—to understand where your industry is going including how technology might disrupt your workforce compared to competitors.
- Communicate plans powerfully with leaders—to educate and gain buy-in for the program before launching to the broader employee population.

### 2. Support and train managers to perform consistently

- Hold workshops & webinars with line managers—re-enforcing the business need of supporting internal mobility for their employees.
- Provide mentoring services and dedicated career coaching—to build manager's skills for hosting career discussions with their direct reports.
- Educate managers to change their traditional perception—that career development is a single path, when it is instead a non-linear path with multiple dimensions.
- Highlight multiple career and development options—including lateral, exploration, vertical, rotational programs, and relocation to help employees align their goals with the needs of the organization.

### 3. Empower employees with career growth resources

- Provide employee workshops & webinars—focused on the importance of managing their careers with the help of the organization and their managers.
- Encourage use of career development tools—such as assessments to help learn about future possibilities for employees who engage in learning for future roles.
- Provide coaching & mentor matching—connecting employees with the company's internal mentors and career coaches who can offer guidance in a variety of topics including what they need to change careers or advance.

### 4. Continuously upskill and match employees to open roles

- Provide an online career portal—that sits on an existing intranet or as a customized solution that offers analysis of skills and career path guidance, including resources to address skill gaps.
- Connect internal hiring managers and recruiters with employees—who match open roles or are in the process of learning skills to be considered for opportunities through an integrated ATS system.
- Help employees create a powerful resume, CV, and profile—that brands them for the value they can provide and the career aspirations they want to achieve.

## Ready to get started?

At LHH, we believe in the philosophy of renewable workforces, and that organizations can support their employees to be future-ready, given the right support and resources.

We'd be delighted to help your organization imagine and deliver a comprehensive internal redeployment program to retain and engage your workforce.

[Let's get started](#)