



# TA/TM Knowledge Center Q4 Roundtable

## Internal Mobility

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# Why Internal mobility matters

- Low engagement costs the global economy \$8.8 trillion (Gallup).
- More than 70% of employees change employers for career advancement, (Glassdoor).
- **Challenges at CRITEO**
  - The 2 main reasons for leaving CRITEO are career advancement (42%) and leadership/Mgmt (18%)
  - Lack of visibility





# CRITEO's Approach

- Culture change :
  - Culture of learning and growth
  - It's not just about promotions !
  - As a Manager, see the big picture : Look at an internal move as a gain for the company.
  - Executives embracing the motto « Switch careers, not companies »
- Mapping a clear Career Framework
- Leadership development programs
- Coaching programs for all employees – with internal coaches
- Internal careers website, with « job alerts »
- Showcasing successful internal moves
- Rules on 7 days publication internally of all open roles
- Voyager program – take advantage of slow periods for projects

=> Internal mobility up from 18% in 2022 to 33% in 2024





# The role of Technology in enhancing internal mobility

- +50 % of nearly 1,000 full-time employees strongly value project-based work, mentor programs, and internal job boards. 66% of respondents want visibility into their current skills and future capabilities. (Eightfold's 2022 talent survey)
- Connect Recruitment and L&D together
- A TMP (Talent Market Place) puts the employee in the driver's seat of their career
- Help identify available and ready internal talent and special skills
- Having visibility on their career path and development opportunities, makes a far more engaged employee, where they ultimately remain longer in your business



# Many questions still unanswered...



- Always ask the question – what are you trying to solve?
- How do you identify the best technology for your company?