

## » CAREER COACHING TOOLS TO ENABLE EMPLOYEES TO ACHIEVE THEIR POTENTIAL

**'Find my Future' is a series of career mapping tools designed to both inspire and provide practical assistance to employees in exploring career options to enable them to achieve their potential. The simple on-line tools can be used independently and are complimented by attendance on a career planning workshop.**

### KEY INDUSTRY CHALLENGES

The retention and development of talent is a critical business issue and will become increasingly important as the economy recovers and investment in infrastructure increases.

### CUSTOMER BENEFITS

The benefits to the customer are improved talent development within Costain leading to improved service and solution delivery. The model provides customers with the opportunity to share best practice and benchmark their own models.

The 'Find my Future' approach and tools were developed by the HR team in conjunction with members of the Costain 'Director 15' talent programme participants. Video filming was combined with the development of profiles for the external promotion of Costain through [www.plotr.co.uk](http://www.plotr.co.uk) and the Director 15 trialled the first career workshop prior to its launch to the business:

Find my Future includes the following tools:

- An 'infographic' that illustrates all the different elements of the tool kit and encourages employees to request attendance on a career workshop

- 5 minute video 'career profile' interviews with a range of senior Costain staff that illustrate the career opportunities in Costain and the career paths that they have followed
- One page 'biog' of other career role examples based on interviews carried out by the members of Director 15
- A searchable matrix of the current and future job families linked to Hay reward levels and grades which allow all staff to find their roles and explore alternatives
- A series of different career maps illustrating different career routes and directions up and across the organisation from a range of starting points
- A 5 year career planning tool that leads employees through thinking about their development, what future roles they aspire to and succession planning
- A self coaching tool based around the GROW model

Costain launched the 'Find My Future' toolkit in August 2013. A series of initial workshops has been delivered supported by the HR business partners and focused around employees who would subsequently act as champions

Internal feedback from staff has included the following:

*"Personally I feel this is a motivational piece of work that demonstrates why Costain is what it is. I feel it will truly differentiate us in the eyes of our employees and when they speak to their colleagues in other companies they will be viewed with an envious eye"*

Further integration of the tools into the Costain talent and performance management processes.



Further case studies and career maps will be developed as the business model grows. Plans are underway to link this piece into compensation and benefits relating to job family development, grading systems and salary benchmarking etc.

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## ENGINEERING TOMORROW...TODAY

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