

of the organization. Says Karyn Maynard of the Container Store: "There is constant, consistent communication with management on growth opportunities. Rather than follow one career path, the company works to leverage employees' talents for new and different roles, as well as giving them as much exposure as possible to other positions and responsibilities in the company to ensure they're challenged."¹²

Blending the Goals of Individual Employees with the Goals of the Organization

As Figure 5.8 shows, the organization's goals and needs should be linked with the individual career needs of its employees in a way that improves the effectiveness of workers and their satisfaction as well as achieves the firm's strategic objectives. For example, if the technology of a business is changing and new skills are needed, will the firm retrain its employees to meet this need or hire new talent? Is there growth, stability, or decline in the number of employees needed? If employees don't have a good understanding the goals of their firms, they could end up setting career goals that are a poor match for the firm.

5.4b Identifying Career Opportunities and Requirements

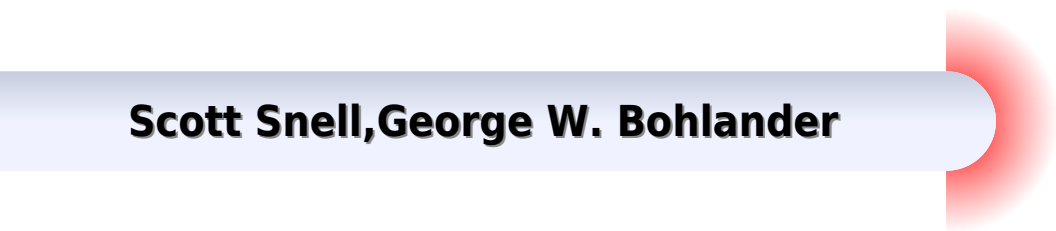
To identify career opportunities and requirements managers have to analyze the competencies required for jobs, progression among related jobs, and supply of ready (and potential) talent available to fill those jobs. In Chapter 4, we discussed a variety of ways this can be done, such as via questionnaires and interviews. Informal discussion with different groups, such as new employees, managers, longtime employees, minority employees, and technical and professional employees, is another way. Identifying the needs and problems of these groups provides the starting point for the organization's career development efforts.

Figure 5.8 Blending the Needs of Individual Employees with the Needs of Their Organizations



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Scott Snell, George W. Bohlander



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