

## INTERNAL MOBILITY

As a high-quality full-service HR partner, Select always starts from the perspective of the person. It is precisely the people in your organisation that keeps it going. Of course, this does not mean an employee should do the same job for the rest of their life. Support your staff in discovering alternative jobs when their current job is no longer feasible, or when they no longer feel motivated, and so on. If job duties change, it does not mean that an employee has to change employer. Prevent staff turnover and consider the long-term.

### YOUR CHALLENGES

- You wish to make the optimum use of your employees' competencies.
- You want to explore other options within your organisation.
- You wish to be able to flexibly engage your staff in alternative jobs.
- You decide to reduce staff turnover to the minimum possible.

### OUR SOLUTION

The goal of this coaching is to provide your staff with insight into their potential to take on a different job in your organisation. Alternatives are determined based on an extensive self-evaluation and motivation analysis. The programme allows the employee to discover their competencies and motivators so that they can make a choice about a different job. In other words, a profile detailing competencies and motivation is drawn up for the employee. This profile is a tool for the employee to help steer them in a new direction in the context of their work.

This advice is focused primarily on the employee. In addition, the company acts as a catalyst to help optimise your employee's career. The individual, management, and HR are fully aware of the value of an alternative job for an employee, namely, more motivation, more satisfaction, etc. Based on this vision, a company wishes to stimulate employees' job satisfaction by providing them with the opportunity to take a new job that is better suited to their current profile.

### OUR APPROACH

An individual gains insight into their competencies and motivation profile based on scientifically supported assessment instruments. Our specialised assessors provide the necessary assistance to help your staff obtain the necessary insights. The results allow the individual to link their competencies and motivations to an alternative job or career path. This allows the employee to take the first step towards an alternative path within the same organisation.

### WHAT YOU WILL ACHIEVE

The usual competencies and motivators are identified so that your employee can point their career in the direction of an alternative job in your company.

## CHANGES IN WORK DOES NOT HAVE TO MEAN THE SAME AS CHANGES IN THE EMPLOYER

