



## Career Development

*Align employees' career aspirations with your organization's business needs*

SMD's Career Development platform provides organizations with a self-directed assessment process that helps employees clarify career aspirations and build an effective development plan. Our approach aligns the organization's talent needs with the career aspirations of its employees. Our reporting tools also identify critical experience and competency gaps within the organization.

Link  
HR Processes  
to Outcomes

Calculate  
ROI

Reduce  
HR Costs

Simplify  
Analytics &  
Reporting

### Analyze

- Assess individuals' goals, values, and career aspirations using our Career ADVICE (Assess & Develop with Values, Interests, Competencies and Experiences) framework
- Align individuals' objectives with current and future business needs to make strategic career planning decisions

### Act

- Identify opportunities for training and development
- Integrate with existing career maps (or build custom career maps for your organization)
- Create and execute focused career development plans for high-performers/high-potentials and all employees

### Achieve

- Align with succession planning efforts to enhance ready-now bench strength
- Harvest the full potential of your workforce

### Features and Benefits

- Self-directed assessment of employee values, interests, competencies, and experiences
- Links career development to competencies
- Easily integrated into the performance management process
- Customized Experience Profiler to assess employee experiences
- Development Tips Guide

### Services Provided

- Manager training on how to have effective career development conversations
- Employee training on building and executing effective career development plans
- Customization of assessment process (e.g., Experience Profiler, competencies)

