![Fuel50 logo]

CASE STUDY #1801

Professional Services - Career Pathing

> We believe that if we are to prosper we need an environment where our people trust the competency of one another, and are open and willing to share new ideas freely.
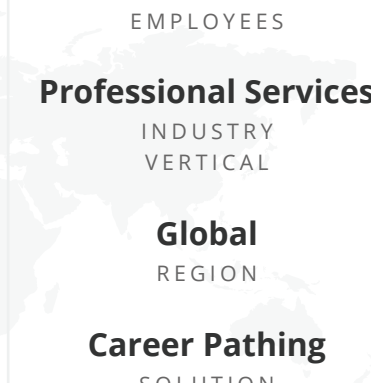
Professional Services - Career Pathing

69,000
NO. OF EMPLOYEES

Professional Services
INDUSTRY VERTICAL

Global
REGION

Career Pathing
SOLUTION BASIS

2018
YEAR JOINED FUEL50

This is a global professional services firm headquartered in London, that provides risk, retirement and health consulting. The corporation has approximately 500 offices worldwide, serving 120 countries with 69,000 employees with ~$11.6B in annual revneue. The US headquarters are in Chicago IL. In 2010, the company agreed to acquire Hewitt Associates only to divest of Hewitt (HR Outsourcing Platform) in 2017 to Blackstone Group.

"We are driven to **empower economic and human possibility** for clients, colleagues and communities around the world."

BUSINESS CHALLENGE

With the recent disruption and uncertainty of the Hewitt divestiture, as well as continued poor survey results, the corporation realized it needed to address its career issues. These career issues were linked to perceived lack of visibility

These career issues were linked to perceived lack of visibility and uncertainty around whether the right people were getting the right roles. Other than a home-grown solution, which was difficult to keep current and not being utilized, there was nothing in place to help address these career issues.

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INITIATIVE

A multi-audience pilot was launched to 3 different groups within the organization.

THE AUDIENCES

❯ **Global HR** – Selected HR as the corporation's unique job titles are more familiar and manageable with this group. Engaging Global HR would also build a stronger network of advocacy as the solution was launched globally.

❯ **Full Country (Australia)** – This group gave the ability to pilot all roles within a geographical location. Given Australia had expressed an interest in Fuel50 earlier this made sense.

❯ **Resource Groups** – This group will utilize Fuel**Factors**™ to engage with various employee resource groups.

> They remain very concerned about the readiness of their job structures.

WINNING ELEMENTS

Loved the manager and Career Pathing functionality!

The seamless interaction with Fuel50 and Workday - allows these to be branded together to create one employee experience

SOLUTION

Fuel**Pathing**™ and separate Fuel**Factors**™ for Resource Groups	**+**	**Fuel50** Customer Success Implementation Services

FuelPathing™

Fuel**Pathing**™ identifies preferred career paths, whether it is sales, marketing, finance or something else entirely. Designed to help target thinking about how you can grow your career and explore how your interest areas play out at work, as well as providing users with next steps for possible career paths.

FuelFactors™

Fuel**Factors**™ encompasses a variety of modules and exercises that all aid in identifying what career opportunities are a suitable fit taking into account personality, talents, work style and personal values. Fuel**Factors**™ includes: Fuel**Values**™, Fuel**Talents**™, Fuel**Fit**™, Fuel**Agility**™.

> "We value creativity and the freedom to try new things. Our creativity and innovation means we are continuously learning every day – whether through formal programs, our work, our clients, or each other. "

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RESULTS

As reported in the corporation's 2018 Global Employee Engagement Survey, the following significant gains were achieved for the pilot audiences relative to other employee populations:

57%

The 'Overall Career Opportunities' items increased by 4 points from 2017, now sitting at 57%

12%

'...offers excellent career opportunities to strong performers' saw a 13 point increase
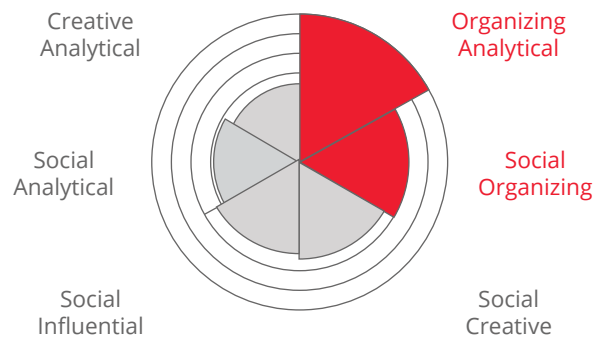
68%
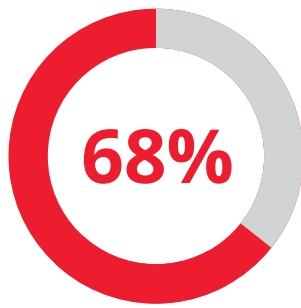
68.3% of users were satisfied with the new Career Experience

50%

50% of Unique Logins were Returning Users

Active users logged in on average **2.44 times** and spent an average of **15 minutes per session**.

CAREER STYLES

Creative Analytical
Organizing Analytical
Social Analytical
Social Organizing
Social Influential
Social Creative

TOP CAREER ENGAGERS

1 Quality
2 Achievement
3 Learning
4 Balance
5 Expertise

TOP PERSONAL VALUES

1 Trustworthiness
2 Integrity
3 Reliability
4 Efficiency
5 Honesty

FOUNDATIONAL LEARNING NEEDS

1 Consulting
2 Collaborating
3 Innovation
4 Accountability
5 Relationship Management

YOUR *talent*, OUR PASSION™