



CASE STUDY #1806

RTI International



Once we created the philosophy, we really pushed on the culture. This was a three-month conversation of culture change. //



SENIOR DIRECTOR OF GLOBAL TALENT DEVELOPMENT



CASE STUDY #1806

RTI International

5,000

NO. OF
EMPLOYEES

**Scientific Research
/ Non-Profit**

INDUSTRY
VERTICAL

Worldwide

REGION

**Gig Edition &
Career Pathing**

SOLUTION
BASIS

2018

YEAR JOINED
FUEL50

RTI International is an independent, non-profit research institute dedicated to improving the human condition. Clients rely on them to answer questions that demand an objective and multidisciplinary approach — one that integrates expertise across the social and laboratory sciences, engineering, and international development.

Combining scientific rigor and technical proficiency, RTI International delivers reliable data, thorough analysis, innovative methods, novel technologies, and sustainable programs that help clients inform public policy and ground practice in evidence. They scale their approach to fit the demands of each project, delivering the power of a global leader and the passion of a local partner.

Their experts hold degrees in more than 250 scientific, technical, and professional disciplines across the social and laboratory sciences, engineering, and international development fields. Their staff of more than 5,000 works in more than 75 countries — tackling hundreds of projects each year to address complex social & scientific challenges.

BUSINESS CHALLENGE

In 2017, RTI International's Employee Survey results showed that their employees felt:

- **Growth and development** opportunities were not visibly available
- There was no clear connection to how **learning impacted one's work**
- There was **not enough time or resources** to complete training
- No obvious way to gain **leadership or management support, training, or development**
- Verbatim comments included the word **Mentoring** often





CASE STUDY #1806

RTI International

FOCUS

RTI International was looking for a solution that provided a Mentoring application, a Feedback tool, as well as something that would help leaders with career conversations.

HR TECH STACK

System of Engagement: **Fuel50**

System of Record: **Oracle**

SOLUTION

DEVELOP & GROW - An enterprise level learning and development (L&D) vision & strategy to:

- **modernize, innovate,** and meet the **talent development needs** of their global institute
- **enhance** and **spread the employee growth** and **development experience** at the institute

RTI utilized a Design Thinking process to overhaul their current leadership and employee development programs. They phased the rollout of their programming, to not overwhelm employees, and worked to provide a scalable global solution: something for everyone but not everything for everyone.

“We did a ton of research on what **mentoring** should look like.”

“Our talent is our **number one asset.**”

Phase One

Introducing the ability to find and connect with others in the organization, both as mentors and mentees. A chance to learn from colleagues of all levels.



FuelMentor™

Phase Two

Providing leaders with key career insights for each of their team members and a platform to support, train & develop them.



FuelFeedback™

FuelLeaders™

Phase Three

Giving people a clear line of sight to opportunities in the business, both lateral and vertical, for career growth and development.



FuelGigs™

FuelPathing™

Phase Four

Creating career development plans and empowering leaders to support greater internal talent mobility.



FuelGoals™

FuelMobility™

FuelAnalytics™

//

With a highly intellectual organization, we don't need more L&D... we need more connectivity. //

SENIOR DIRECTOR OF GLOBAL TALENT DEVELOPMENT





CASE STUDY #1806

RTI International

INITIAL RESULTS

As recorded during a Metrics Review, the week ending 18th November 2019.



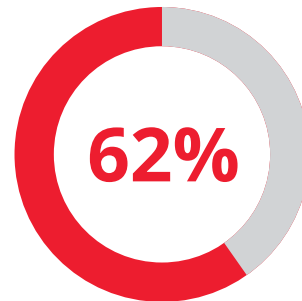
The number of Mentor relationships has increased by 36 since February 2019



The number of Unique Users (Non-Managers) rose by 77 since the w/e 7th October 2019



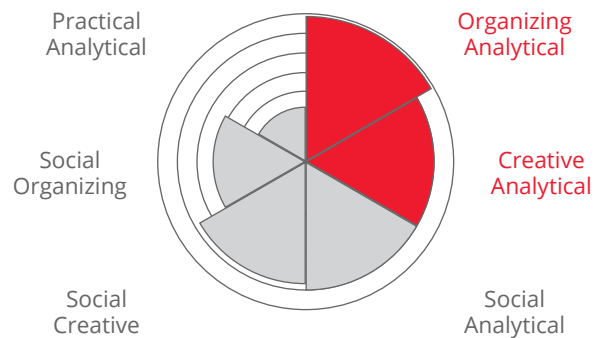
70.2% of users were satisfied with the new Career Experience



62% of Unique Logins were Returning Users

31% of mentors have dedicated **10-20 years of service** to RTI International.

CAREER STYLES



TOP CAREER ENGAGERS

- 1 Meaning
- 2 Quality
- 3 Learning
- 4 Achievement
- 5 Balance

TOP PERSONAL VALUES

- 1 Trustworthiness
- 2 Integrity
- 3 Reliability
- 4 Kindness
- 5 Honesty

TOP DEVELOPMENT TALENTS

- 1 Influencing
- 2 Decision Making & Critical Thinking
- 3 Lead Forward - Act Strategically
- 4 Lead Forward - Develop Talent
- 5 Lead Forward - Innovate