




CASE STUDY #1904

Telecommunications - Career Pathing



Together, we inspire innovation, communication and connectivity around the world. Your personal strengths are our strengths and by embracing those strengths, we deliver high performance—together. 

DIVERSITY AND INCLUSION STATEMENT



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95,000
NO. OF
EMPLOYEES

**Telecommunications
& Digital Services**

INDUSTRY
VERTICAL

Global
REGION

Career Pathing

SOLUTION
BASIS

2019
YEAR JOINED
FUEL50

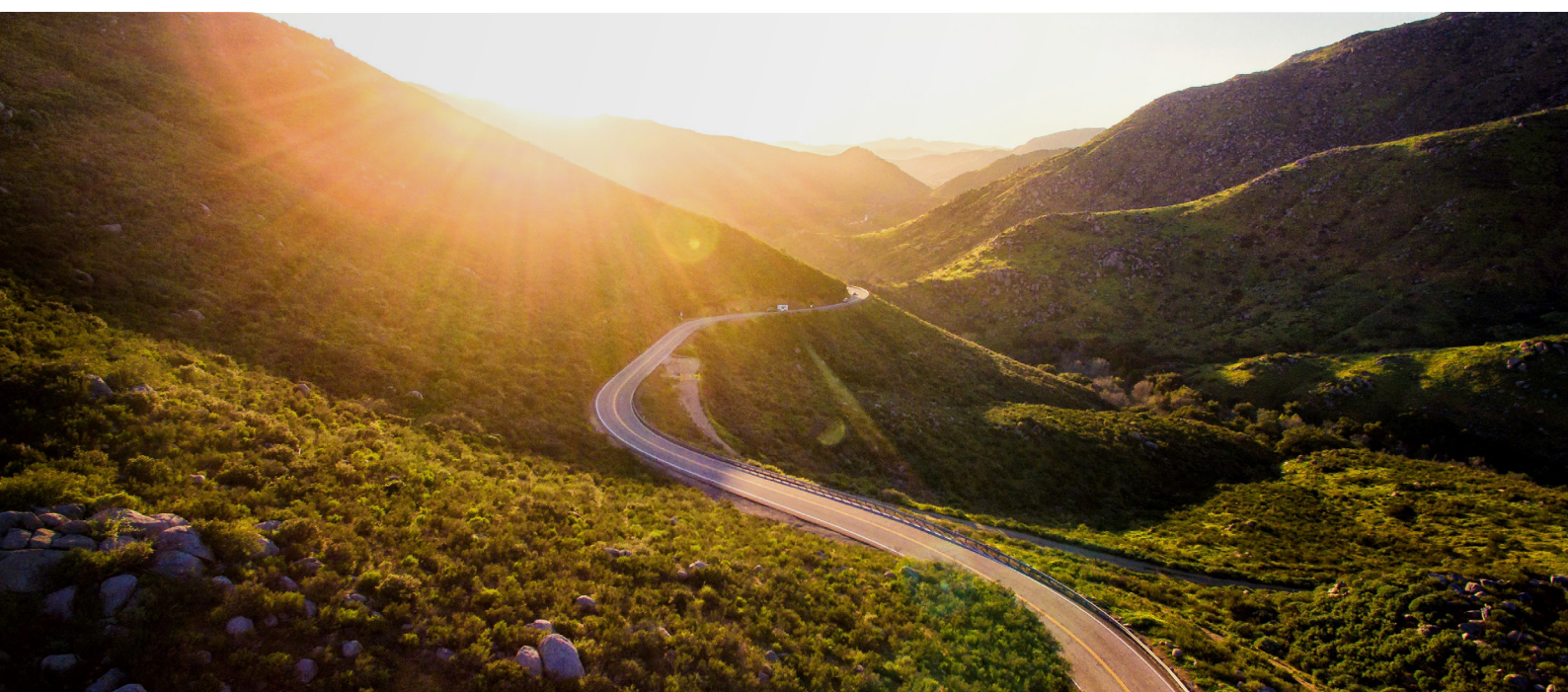
With their Head Office in Sweden and around 95,000 employees across the globe, this is a well-known brand with a comprehensive portfolio across Networks, Digital Services, Managed Services and Emerging Business; powered by 5G and Internet-of-Things platforms.

BUSINESS CHALLENGE

The company has recently launched a Global Career Growth and Development program as a direct result of feedback gathered from the annual employee satisfaction survey. This program is focused on providing employees with a fully integrated career management approach, enabling leaders and employees with the philosophy, skills, processes, platforms and tools to grow their careers. Fuel50 has been selected to provide a platform to improve the effectiveness of career conversations, enable employees to explore & map career journeys and showcase available resources to employees to close development gaps.

SOLUTION

An initial six-month Pathing Edition Pilot for 1000 North American Employees with the aim to start a rolling global enterprise implementation through 2020 if success metrics are met.



A high-angle, wide shot of a two-lane asphalt road that curves gracefully through a lush, green mountain valley. The road is flanked by dense vegetation and rocky outcrops. In the distance, the road disappears into the hazy, golden light of a setting or rising sun, which casts long, warm shadows across the landscape. The sky is a pale, hazy yellow, and the overall atmosphere is serene and majestic.

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We believe that diverse, inclusive teams drive performance and innovation, creating greater business value. //

DIVERSITY AND INCLUSION STATEMENT



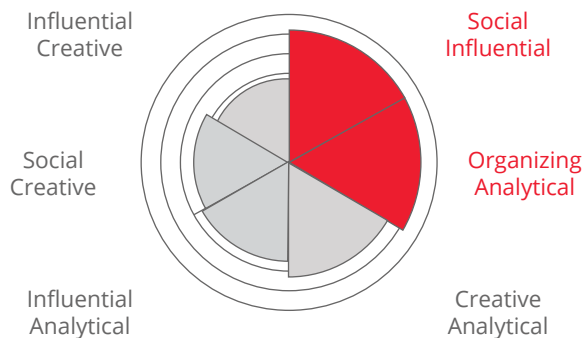
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RESULTS AND FEEDBACK

From baseline data taken in February 2020, the below was achieved.

CAREER STYLES



70% of Unique Logins were Returning Users

"The FuelFactor exercises have helped me better **reflect on my career aspirations** and **work-style fit.**"

"I love the fact that I have **visibility of career possibilities** - first time ever in [this company]!"

"The **competency gap analysis** and ability to **take my immediate next career action** is best practice (for example; Get Feedback, Degreed & MentorcliQ all from one place.)"

"As a leader, having visibility of my people's career insights has proved hugely **beneficial to our career conversations.**"

71.2% are satisfied with their Career Engagers.

TOP CAREER ENGAGERS

- 1 Achievement
- 2 Results
- 3 Meaning
- 4 Reputation
- 5 Quality

COMPANY-WIDE LEARNING NEEDS

- 1 Financial Acumen & Skills
- 2 Entrepreneurial & Commercial Thinking
- 3 Market Insight
- 4 Relating & Networking
- 5 Persuading & Influencing