



CASE STUDY #1602

Trane Technologies



We really wanted to say, this isn't about changing where you fit in the organization. This is about your development and how we can help you grow and be the best you can be here in the company. //

SR. MANAGER, GLOBAL TALENT MANAGEMENT



CASE STUDY #1602

Trane Technologies

41,000
NO. OF
EMPLOYEES

**Industrial
Manufacturer**
INDUSTRY
VERTICAL

Global
REGION

Career Progress
SOLUTION
BASIS

2016
YEAR JOINED
FUEL50

With a history dating back to 1871, Trane Technologies (formerly Ingersoll Rand) and its family of brands represent a proven history in construction and mining, industrial and commercial markets. Through acquisitions, innovations and customer focus, today's Trane Technologies offers market-leading solutions and services that enable customers to create progress through a variety of industries and markets that touch everyday life.

"Our success is enabled by the commitment and dedication of our employees globally."

To help our employees grow, we believe it's vital to strengthen their engagement and develop their skills and leadership capabilities."

Trane Technologies are proud to offer countless opportunities to build a successful and rewarding career.

BUSINESS CHALLENGE

Improving the employee career experience to increase the overall engagement of Trane Technologies' workforce and better recruit, develop and retain talent. Employees had communicated their desire for a greater focus on career development through the annual employee engagement survey.

SURVEY RESULTS

Growth and development areas that offered an opportunity to improve:

"I can achieve my career goals at this company."

"I am supported in taking advantage of available career opportunities."

"The company has effective processes for developing people."



CASE STUDY #1602

Trane Technologies

INITIATIVE

An enterprise wide initiative called **Career Progress** that introduced a new **Career Framework** and new Career Management resources including **Success Profiles** and **MY CAREER NAVIGATOR** (Fuel50 platform) to salaried employees.

THE VISION

- Provide an experience for employees that creates interest and excitement for flexible and mobile **career possibilities**
- **Empower employees** to manage their careers through information and tools they accessed via a world-class technology interface
- Enable managers to **coach their employees** through career conversations based on the solid foundation of a globally consistent job architecture that standardizes roles, levels, titles and rewards
- Give managers **autonomy** to manage employee rewards through informed and economically responsible decision-making

COMMUNICATION



FOR THE LEADERS

Overview presentations delivered at many different leadership and organisational meetings.



FOR THE EMPLOYEES

eCards, Emails, Intranet articles, Videos (animated, testimonial & training), Printed materials, Online training, Live Q&A calls.





//

There has been ongoing communication through different channels to continue to educate employees and managers on how to optimize these resources to make the career experience at Trane Technologies best-in-class. //



CASE STUDY #1602

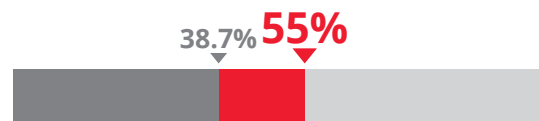
Trane Technologies

SOLUTION

The core solution components of **Career Progress** include:

<p>CAREER FRAMEWORK</p> <p>Career Streams Differentiate career types</p> <p>Bands Differentiate jobs based on scope, scale, accountability and complexity</p> <p>Each employee is able to see the Career Streams and Bands for open positions. This enables more efficient movement of talent across functions, businesses and regions.</p>	<p>SUCCESS PROFILES</p> <p>Outline the key experiences to be gained in a role, as well as the specific competencies needed for success.</p> <p>Employees may assess their skill level and see common career moves into and out of different roles to help chart their course. This information allows them to enhance their proficiency in their current role, or prepare them for future roles.</p>	<p>CAREER NAVIGATOR</p> <p>Employees can gather insights on their career journey, including assessing their talents, mapping development actions, preparing for career conversations and sharing insights with their manager.</p> <ul style="list-style-type: none"> 🕒 24/7 access 🌐 Translated into 6 additional languages in June 2017
--	---	---

RESULTS



Internal recruitment rose from 38.7% to 55% since Fuel50 was introduced.

The majority of movement is now at the **lateral level**.



11% improvement in leader conversation measures in engagement survey for pilot over 5% improvement in rest of business



5% improvement in engagement in pilot audience of engineers vs 2% in remainder of business