

Group Exercise



For the next 30 minutes, discuss the implications for your organization.

1. Think back to the Career Vectors.
 - a. What shapes do you currently offer in your org?
 - b. What shapes are missing that you need?
 - c. What shapes are missing that people want?
 - d. How do you handle any discrepancy between b & c?

2. Do you have a good strong track for individual contributors? Is it clear to everyone what is needed to succeed on this track?

3. Are your managers well-equipped to provide great career coaching and guidance to their teams? What do you need to do to make it so?

4. If someone wanted to switch between manager & IC tracks, is your org well set up to support them?