

# GROWhere™

## 24/7 CAREER RESOURCES FOR EMPLOYEES AND MANAGERS

### WHY IS THIS CRITICAL?

Talent agility, mobility, development and engagement are more critical than ever as our world of work continues to change. Career development continues to be one of the top needs for employees at all stages in their careers and is one of the most powerful levers to drive engagement, retention and results.

### WHAT IS IT?

- A 24/7 online platform that provides a vast suite of interactive career ‘coaching’ tools and research-based resources.
- A Real-world and scenario-based resource that helps employees and managers assess, reflect, discover and take actions to move careers forward.
- A practical approach for managers and employees to prepare for, plan and conduct impactful and ongoing career conversations.
- A flexible resource that can be easily branded and tailored to meet the specific needs of your workforce.

### HOW IT WORKS

Users can take the Career Healthcheck, complete cutting-edge assessments and review videos, guides, tips and content as they commit to actions to take charge of their careers. Employees and managers find answers to today’s most common career questions including:

- I want to take charge and plan my career — where should I start?
- What’s the manager’s role in career development?
- How do I prepare for career conversations?
- What next? I need a new challenge.
- How can I become more agile and manage my career through change?
- How can I better balance work and family?
- It’s performance review time. How can I prepare?
- How can I position myself for internal roles?

### OUTCOMES

- Employees are empowered to take charge of their careers.
- Managers and employees understand their roles and are motivated and prepared to have regular and impactful career conversations.
- Talent is more agile as the world of work continues to change.
- Managers are more effective in building and supporting the talent pipeline.



GROWhere™ is a cutting-edge, self-directed career coaching portal available 24/7 - providing research-based career tools, resources, videos, and content to inspire users to take action. For both employees and managers, its unique scenario-based approach supports a broad range of HR priorities as all parties prepare for great career conversations.

“The tool helps to prompt and coach you into doing an action plan in ways that are a lot more proactive and interactive than other tools.”  
 – Fortune 500 portal user

