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How to Drive Employee Development and Internal Mobility by Leveraging Strategic Connections

Implement proven tactics to create a motivating culture that reduces turnover, boosts morale, and fosters employee growth through internal mobility strategies.

Leveraging Strategic Connections to Drive Employee Development and Internal Mobility

The talent market is competitive, and relying solely on salary increases and promotions for employee development isn't always sustainable.

How can you holistically invest in your workforce, boosting motivation and morale? The answer lies in a strategic approach to leveraging workplace connections and internal mobility.

Your organization must ensure that internal career advancement is accessible and meaningful, paving the way for a future where every employee can navigate their unique route to success within the supportive ecosystem of their workplace. Internal mobility is critical to reduce turnover, uncover hidden potential, boost job satisfaction, and give employees a sense of ownership over their career paths.

The stakes are high:

Retention: 94% of employees would be more likely to stay with a company that invests in their development,[1] and the cost of losing an employee can be up to 2x their annual salary.[2] 93% of organizations are concerned about the pressing issue of employee retention and are prioritizing learning opportunities as their top retention strategy.[3]

Engagement: Low employee engagement costs trillions in productivity losses.[4] Compared to external hires, employees who transition to new roles internally are 3.5 more likely to be engaged in their roles.[5]

Culture: Internal mobility builds a dynamic workforce and fosters a culture where employees feel valued. Dissatisfied employees often leave when they feel unvalued by the organization or their manager and lack a sense of belonging within the company.[6]

Who are we?

10KC is the only all-in-one platform revolutionizing connectivity, networking, and mentorship within the workplace. Organizations rely on our software to simplify building, managing, scaling, and evaluating their mentoring and networking initiatives, resulting in boosted employee engagement, retention, and development. 10KC has deployed programs across clients like Nike, Thomson Reuters, JPMorgan, GE and 200+ others.

Keep on reading:

Inspired by thoughts from top talent leaders, let's explore how your organization can cultivate a culture of continuous learning, motivation, and internal mobility by:

- Moving from career ladders to career lattices
- Ensuring equitable access to opportunities
- Cultivating internal opportunities through networking
- Enabling cohesion across distributed teams with smart technology

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Move from career ladders to career lattices

> *"A lot of the CHROs and Heads of Talent that we're working with are starting to help their colleagues think more like a career lattice than a career ladder. A career lattice is all these different experiences that make you learn, grow, and develop beyond just a salary increase and a promotion [...] because that's really where you can create a rich career ecosystem."*
>
> *Dave Wilkin, CEO, 10KC*

The traditional career ladder often fails to capture the dynamic nature of professional growth.

Remember, the concept of career advancement doesn't have to look like a linear career ladder. Instead, consider focusing on fostering career lattices in your organization—a dynamic framework that champions multidimensional growth over linear progression.

Career lattices emphasize the value of diverse growth experiences—including mentoring, sponsorship, and networking—as integral components of professional development. It's about forging a unique path tailored to individual strengths, interests, and aspirations, acknowledging that true growth often occurs outside the confines of conventional promotions and salary increases.

> *"Not only does it broaden their experience, but it gives them meaningful work. It gives them balance. And oftentimes they find an area they would have never stumbled into before, that they decide 'this is actually the career for me, and I thought it was over here, and I was trying to get to the next highest role, but I actually really like this better.' So we've actually seen it working really well."* [7]
>
> *Theresa Zeller, Global Head, Learning Creation, Merck*

Adopting a lattice perspective not only enriches the employee's career journey but also boosts retention and uncovers internal mobility opportunities. By nurturing a culture that values varied experiences and connections, organizations can unlock the full potential of their workforce, building a culture of motivation and continuous learning.

Additional Resources

10KC Mentorship Program

Engage and develop employees, expand networks, break down silos, and create a sense of belonging within the organization.

DISCOVER MORE

10KC High Potential Talent Program

Create a strong pipeline of future leaders through high impact learning and development experiences.

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Ensure equitable access to opportunities

> *"How do we make sure everybody, especially underrepresented talent, gets access to leaders, and leaders get access to this great talent? If we leave it to serendipity, we have to know that underrepresented talent will not get the same opportunities as others."*
>
> *Dave Wilkin, CEO, 10KC*

Opportunities for leadership and developmental assignments are often not accessible, influenced by systemic biases and unconscious preferences. In your pursuit of a more inclusive workplace that motivates employees to excel internally, it's crucial to ensure that talent has equitable access to development opportunities.

It's due time to create transparent development processes and move beyond the idea that career advancement efforts should be left for employees to navigate alone. By actively facilitating access to mentorship, stretch assignments, sponsorship programs, and leadership visibility for all employees–especially those from marginalized groups–you can foster a more equitable workplace where all employees are motivated to excel, regardless of their background.

> *"Our gender-specific mentoring not only has gotten several male SVPs, VPs, RVPs, and Sr. Directors to pair up with women they'd otherwise not work closely with, but it has added a spotlight on the lack of diversity, that they have a chance to change, during backfilling any of these leadership positions in the future."*
>
> *Gina Tesla, VP Sustainability, Social Impact, and DEI, Coupa*

Additional Resources

Empowering Women in the Workplace Through Mentorship

Providing women with structured mentorship opportunities is essential—not just beneficial—for nurturing and propelling women forward within your organization.

Unlock 5 key insights for Women's Mentorship

Sponsorship Programs Decoded

You can build a successful sponsorship program that enhances DEI efforts while boosting employee retention, engagement, and internal advancement. Learn how from Jarvis Sam, former Chief DEI Officer at Nike.

Explore how to launch effective Sponsorship Programs

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Cultivate internal opportunities through networking

"One of the biggest reasons [employees] leave is because they don't see a path to career opportunity. As an HR person, I've constantly said we have so much opportunity to move people around, but the employees don't see it. So I think the starting point for all of us should be, what's getting in the way of our employees even having visibility to some of that, and what can we do to remove it?" [7]

Shannon Flynn, VP, Corporate Human Resources at Fortive

The job market often suggests that the grass is greener on the other side, leading employees to seek advancements by moving to another company. A Gartner survey revealed that only 33% of job seekers in the past year prioritized exploring internal opportunities at their current company before looking elsewhere.[8] If employees don't see the internal mobility opportunities that HR and leadership are aware of, those opportunities might as well not exist. Increase visibility by enhancing cross-team communication, actively promoting internal job openings, and ensuring managers consistently discuss growth potential and career pathing with their direct reports.

"The more you can build those networks strategically between teams where there could be opportunities for people to think outside of the box, the more likely they're going to get the skills and take the pathway that might get them into those new roles rather than just jumping ship and going elsewhere."

Dave Wilkin, CEO, 10KC

It's also crucial to build strong internal networks and relationships so your team feels connected and valued. Consider leveraging AI and machine learning to facilitate meaningful connections. Without these bonds, employees risk feeling isolated and may be tempted by outside opportunities offering a stronger sense of community. By strategically strengthening internal communication and networks, you give your team members compelling reasons to explore and grow right where they are, instead of looking elsewhere. This deliberate effort to foster spaces for connection and growth is key to keeping your talent not just satisfied, but eager to advance within your own ecosystem.

Additional Resources

The Importance of Networking: Workplace Networking Hacks

Strong internal networks boost collaboration, knowledge sharing, and keep employees engaged.

READ MORE

10KC Connectivity Program

Help people leaders create engaged and connected employees by expanding networks, breaking down silos, and creating a sense of belonging within the organization.

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Enable cohesion across distributed teams with smart technology

> *"There's this unfortunate love story [...] all this amazing talent exiting and all these managers who are going outside to try to find these people. What if we could create proximity based on skills [of the employees within the company]? One of our algorithms does exactly that and helps all these managers, who are fully decentralized, get matched and connected to all these people that were previously invisible."*
>
> *Dave Wilkin, CEO, 10KC*

Supporting internal growth becomes a complex challenge when face-to-face interactions are rare. With numerous team members potentially never crossing paths in a physical office, creating connections and knowing your internal talent pool can feel impossible. Early talent, particularly, may struggle to grasp company culture or find direction in a remote environment and must receive proactive support. Investing in the growth of early talent is crucial for filling future roles, retaining top performers, and ensuring a robust leadership pipeline.

> *"Be intentional about when teams come together. How are we supporting our new employees? How are we creating networks and support systems for these early career folks that really do need a little bit more than maybe people who've been in the industry for quite a while?"* [7]
>
> *Shannon Flynn, Vice President, Corporate Human Resources at Fortive*

Additional Resources

The HR leader's Guide to Connecting Remote and Hybrid Employees

With the workplace constantly evolving, creating resilient and engaged teams is a top priority, and an increasingly complex one.

GET YOUR GUIDE

10KC Early Talent Program

Provide pre-boarding, onboarding, connectivity, and mentorship programming to set early talent up for success.

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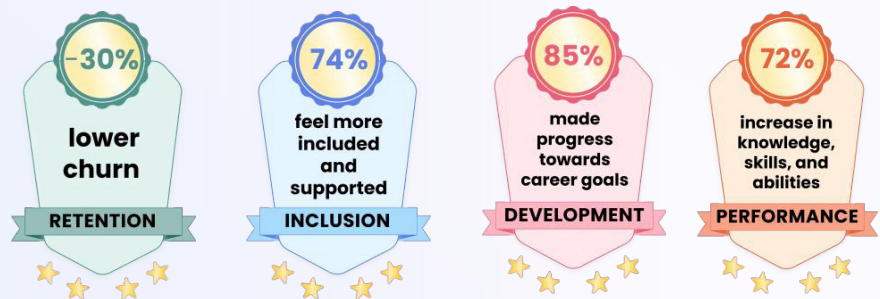
Why 10KC

You can address the unique challenges of a dispersed workforce head-on, enabling seamless networking, enhancing visibility, and redefining how connections are made.

Imagine a system within your organization that uncovers every hidden talent, making employees known and interconnected. By leveraging AI algorithms via platforms like 10KC, you can connect employees based on shared interests and skill sets, align them with growth opportunities, uncover potential collaborations, and pair mentors to mentees. This approach enables you to bridge internal gaps while nurturing a culture where every individual is acknowledged and appreciated.

10KC is your all-in-one platform for inclusive mentoring, networking, and skills development.

Deliver Impactful Business Critical Outcomes

At the core of 10KC is a commitment to your success. We take pride in crafting solutions that go beyond traditional mentoring, focusing on driving measurable and impactful outcomes.

-30% lower churn — RETENTION

74% feel more included and supported — INCLUSION

85% made progress towards career goals — DEVELOPMENT

72% increase in knowledge, skills, and abilities — PERFORMANCE

Unique Community Approach that Reinforces Learning

When employees join 10KC, they're getting more than a single mentor. 10KC provides participants with connections to colleagues, leaders, SMEs - an entire community.

Mentorship
Networking
Group Learning Experiences

✓ Create a multi-faceted experience with Mentorship, Networking and Group Learning Sessions

✓ Reinforce skills development

✓ Create a connected workforce that drives performance

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Curriculum for All Talent Needs

We work with top subject matter experts to design research-backed, off-the-shelf curriculum and equip employees for changing environments.

✓ Comprehensive program catalog from hire to retire: 40+ and growing!

✓ First-ever Sponsorship Program in market

✓ Micro-learning content designed with representation in mind

The Real Enterprise-ready Solution

Built for enterprises, our platform was created specifically for the demands and scale of enterprises, and proven by the trust of 200+ global organizations.

✓ Highest level data and privacy assurance

✓ Seamless integration that drives adoption through current communication tools

✓ Implementation and Service Excellence

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Business & Program Outcomes

At 10KC, we pride ourselves on delivering a solution that drives measurable outcomes.

Key Program Outcomes

↑ Cross-Team Collaboration
↑ Leadership Skills
↑ Networking Skills
↑ Mentoring Skills
↑ Career Insights
↑ Career Development
↑ Sense of Belonging

Key Business Outcomes

↑ **Engagement**
↑ **Performance**
↑ **Retention**

77% of employees correlate job satisfaction with having genuine relationships at work; creating a more productive, engaged and innovative workforce.

Source: The Institute of Leadership and Management

The best part? Your employees will love 10KC.

Here's what our past participants say:

98% want to continue their relationship/connection post program:
- **47%** as a mentor
- **31%** as an informal connection
- **20%** as a sponsor

88% said the program helped them make progress towards their development goals

93% want to be notified about future program offerings

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Sources

This ebook includes research and references from the following sources.

1. 2018 Workplace Learning Report. *Linkedin Learning.*

2. The Real Value of Getting an Exit Interview Right. *Gallup.*

3. 2024 Workplace Learning Report. *Linkedin Learning.*

4. In New Workplace, U.S. Employee Engagement Stagnates. *Gallup.*

5. 2021 Workplace Learning Report. *Linkedin Learning.*

6. Internal Mobility: The Missing Piece Of 2023 Business Strategy. *Forbes.*

7. March Virtual: Employee Engagement: Tapping the Secrets of Energizing Workers. *From Day One.*

8. Gartner Recommends Organizations Confront Three Internal Labor Market Inequities to Retain Talent. *Gartner.*

Trusted by the world's leading employers to create best-in-class mentorship, networking, and development experiences

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