

HALLIBURTON

Take Charge of Your Career
Development



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Global Talent Development Manager



CFO asks CEO:

“What happens if we invest in developing our people and then they leave us?”

PeterBeeklund.com



CFO asks CEO:

“What happens if we invest in developing our people and then they leave us?”

CEO:

“What happens if we don’t, and they stay?”

PeterBeeklund.com

Investing in employee’s development has been shown to:

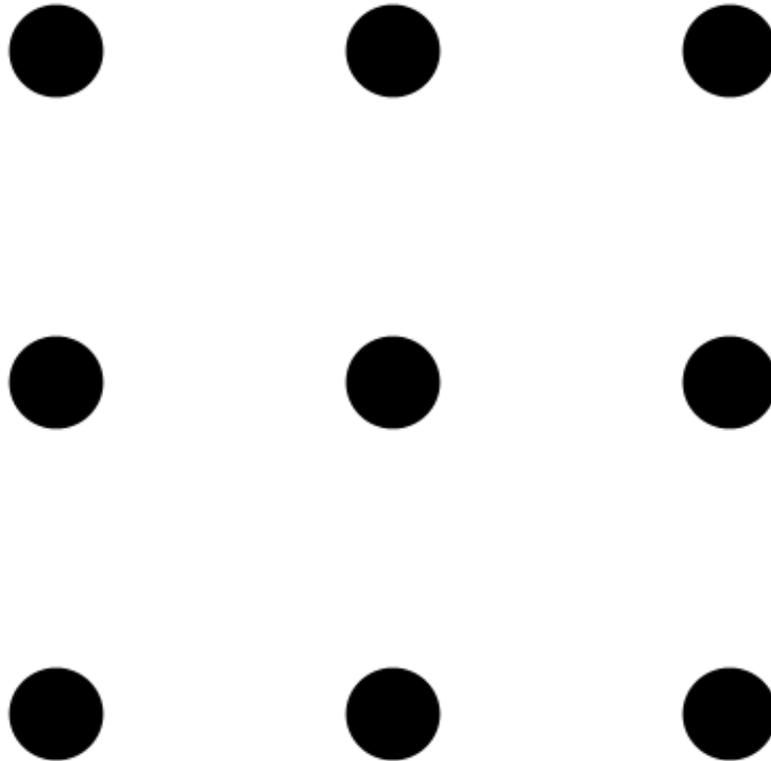
- Increase safety culture and decrease safety incidents
- Increase visibility of development gaps
- Improve productivity, efficiency and quality of work
- Decrease employee absence, voluntary attrition and turnover
- Promote good company reputation
- Increase morale
- Build trust and investment back into teams

Agenda

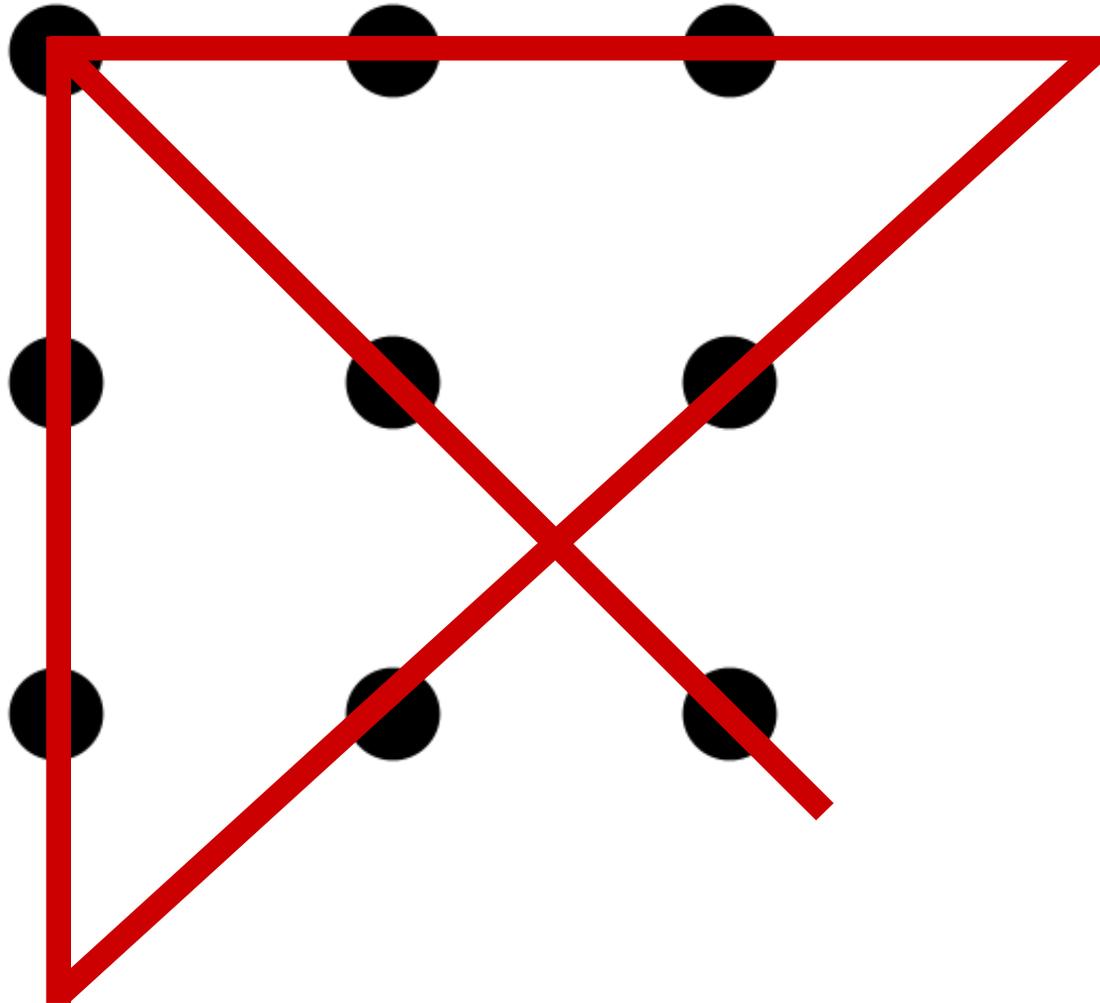


- What and Who?
- Market Trends
- Managing Change
- Personal Strategies
- Discussion

Join the Dots Using Four Lines



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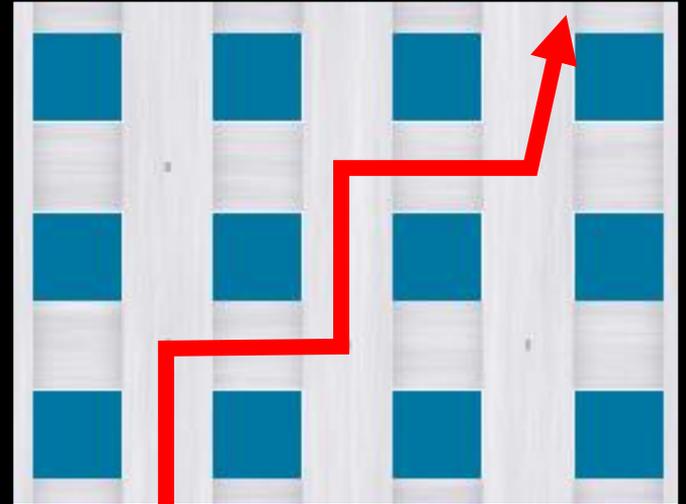


Did you know?

Career Ladder



Career Lattice



COMPANY

Develop infrastructure: process, technology, & people

Create a culture of employee development

Communicate expectations transparently

Hold leaders accountable

MANAGER

Define job profiles

Provide coaching

Assess performance, potential, fit and readiness

Identify development opportunities

Provide candid feedback

EMPLOYEE

Identify career goals

Maintain profiles

Demonstrate core values

Take ownership and work towards career objectives

Build and leverage networks

Take advantage of development opportunities

HR

Provide tools and resources

Facilitate the process & provide coaching

Provide development opportunities (training programs, etc.)

Integrate with talent management philosophy & programs

Who is responsible for Career Development?

Dynamic career growth is employee owned, leader enabled and organizationally aligned and supported.

Global Trends-stresses on workforce

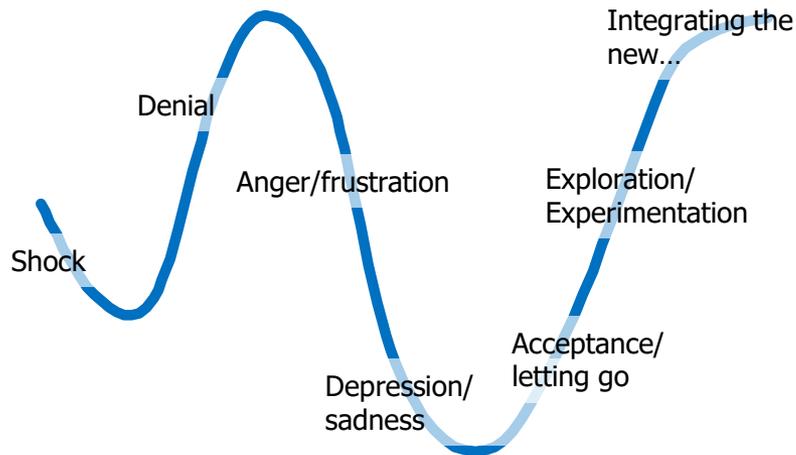
1. Fast Changing market
2. Fast-changing technology
3. Demographic shift
4. Transparency and individualization

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How are you adapting?

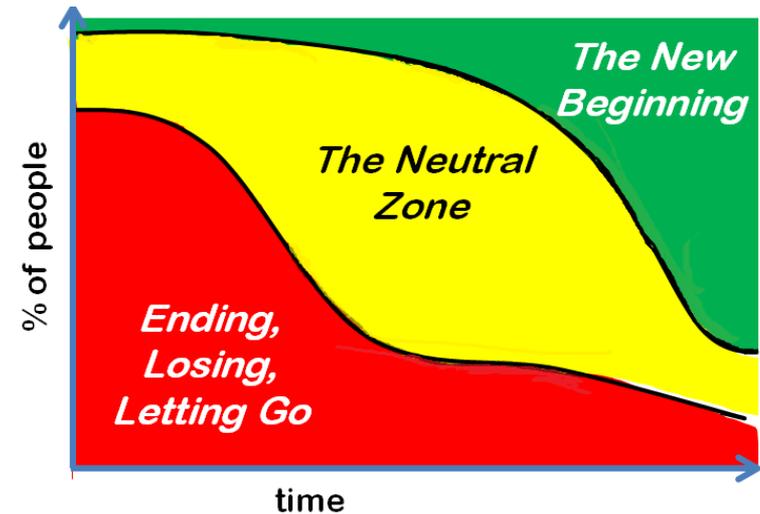


To manage the ups and downs, **your own & others'**...



Reference: *Elisabeth Kubler-Ross*

...and to **help yourselves** make the transition



Reference: *Managing Transitions, William Bridges*



Resilience (or resiliency) is our “ability to recover from or adjust easily to misfortune or change.”

There are three essential elements to resilience:

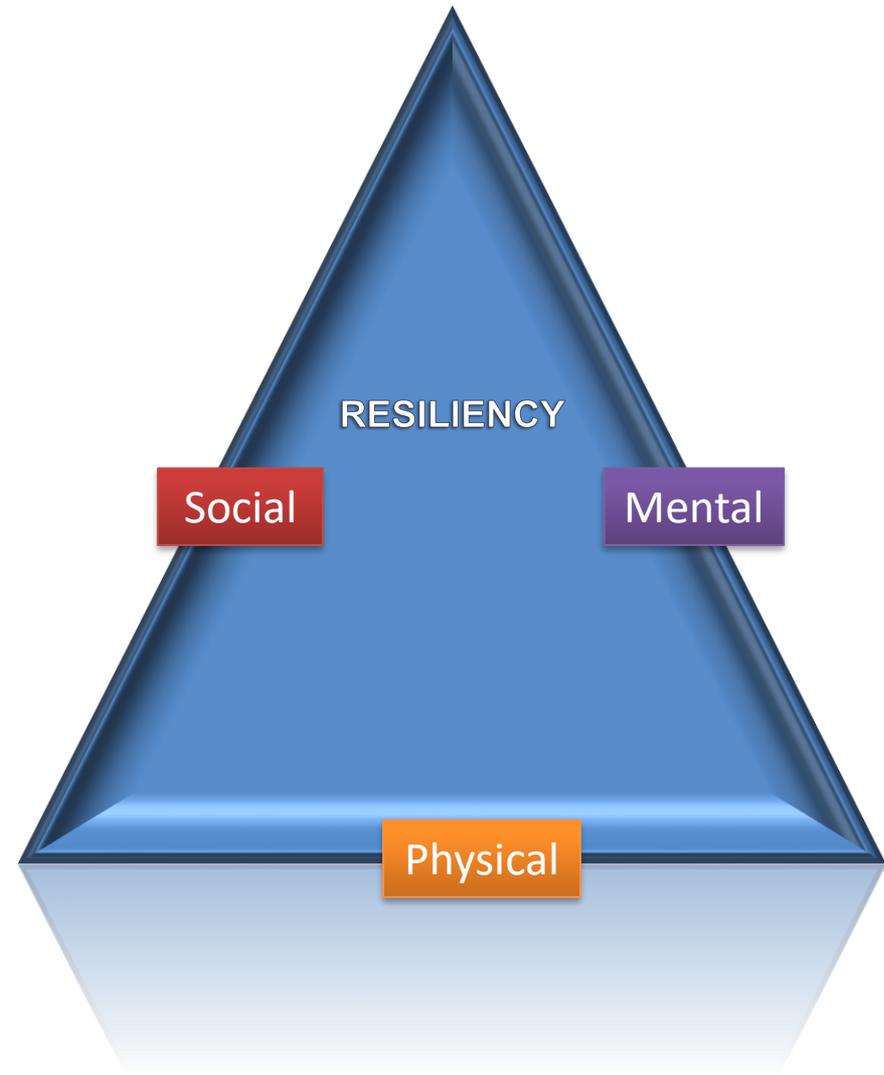
“I have not failed.
I’ve just found
10,000 ways that
do not work.”

*Thomas Edison,
American Inventor*

Dr. Suzanne Kobasa, City University, New York

There are three areas that you should focus on in order to develop your resiliency:

- **Social**—focus on developing meaningful connections with others
- **Mental**—focus on maintaining a positive outlook and achieving goals
- **Physical**—focus on eating healthy and getting good rest and exercise



Make the Talent Cycle Work for You

