

DEFINING CAREER PATHS USING EXPERIENCE MAPS

A compelling case study of a company that used experience maps for creating a transparent and detailed career path for its employees



talentonic

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What are Experience Maps

An experience map clearly outlines the path(s) that an individual can take to acquire critical experiences that can make him / her eligible for senior roles. It describes some key experiences that are the building blocks of success for a function. These maps are practical, experience-based guides for development and career planning.

Why are Experience Maps Helpful



Talentonic's Approach of Using Experience Maps

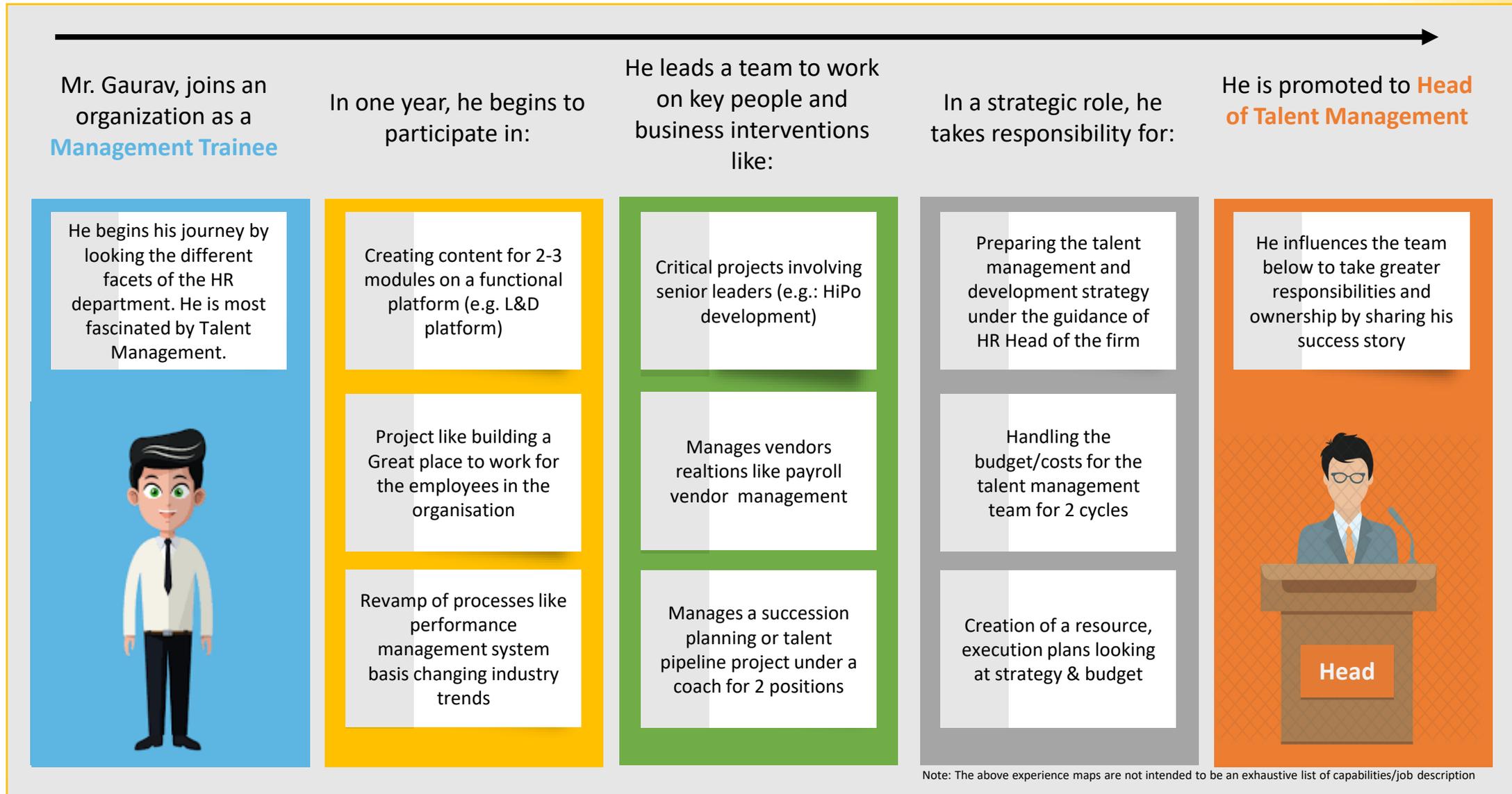


Client's Problem Statement

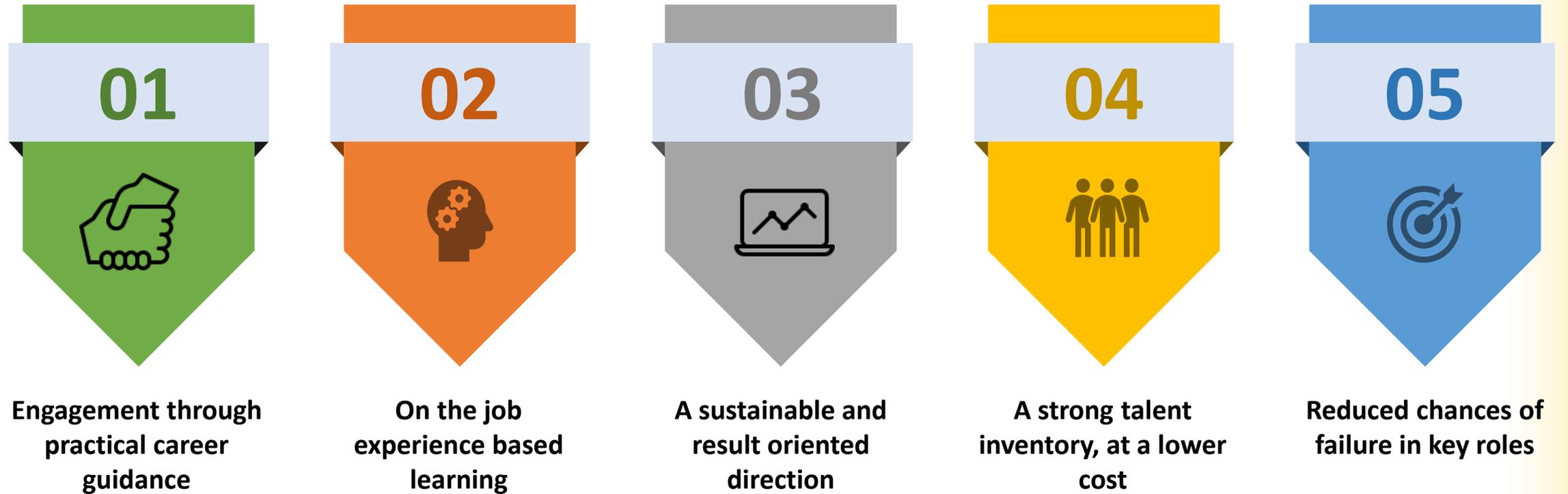
This insurance client with 9000+ employees wanted to get an understanding of the **experiences required by successors to key roles in the organization** and how they can attain the same. Client wanted these career paths to be transparent, objective and explicit in nature. Hence, Talentonic proposed the use of **experience maps** for meeting the client's needs.

EXPERIENCE MAPS - IN ACTION

The adjacent illustration shows the experiences required by a new Management Trainee to become the Head – Talent Management



Benefits of Experience Maps



Key Learnings

1. Experiences are less about the number of years spent in a job and more about the riches accumulated.
2. Experience maps can help employees make more informed lateral move decisions, giving them an idea of the experiences required to succeed before applying for an internal job posting.
3. The experience journey is best scripted from the executive induction level to the senior leadership level.

