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 HR Solutions Pvt Ltd** Suite No. 1007, 10th Floor, Park Centra, Sector 30, Gurgaon - 122001 www.talentonic.com

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

Easy to
Understand,
real, tangible
and familiar

Easy to
Assess,
simple and
objective to
evaluate

Focused on Results, describes real outcomes Practical
Career
Guides,
helps to move
up in an
organization

More certain, reduces stress by making career progress more explicit

Talentonic's Approach of Using Experience Maps

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Understand the business and HR context

Study unique successor roles

Understand functional / leadership competencies of the unique roles

Meet with role holders to develop experience statements for each position

Validate the experience statements with the leadership team

Support the maps with relevant experience journeys from subordinate roles to senior positions



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

Mr. Gaurav, joins an organization as a

Management Trainee

He begins his journey by looking the different facets of the HR department. He is most fascinated by Talent Management.



In one year, he begins to participate in:

> Creating content for 2-3 modules on a functional platform (e.g. L&D platform)

Project like building a Great place to work for the employees in the organisation

Revamp of processes like performance management system basis changing industry trends

He leads a team to work on key people and business interventions like:

Critical projects involving senior leaders (e.g.: HiPo development)

Manages vendors realtions like payroll vendor management

Manages a succession planning or talent pipeline project under a coach for 2 positions

In a strategic role, he takes responsibility for:

He is promoted to Head of Talent Management

Preparing the talent management and development strategy under the guidance of HR Head of the firm

Handling the budget/costs for the talent management team for 2 cycles

Creation of a resource. execution plans looking at strategy & budget

He influences the team below to take greater responsibilities and ownership by sharing his success story



Note: The above experience maps are not intended to be an exhaustive list of capabilities/job description



Benefits of Experience Maps



Engagement through practical career guidance



On the job experience based learning



A sustainable and result oriented direction



A strong talent inventory, at a lower cost



Reduced chances of failure in key roles

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.



