

## Career Co-Creation Approaches

How to use the career co-creation approaches for talents?

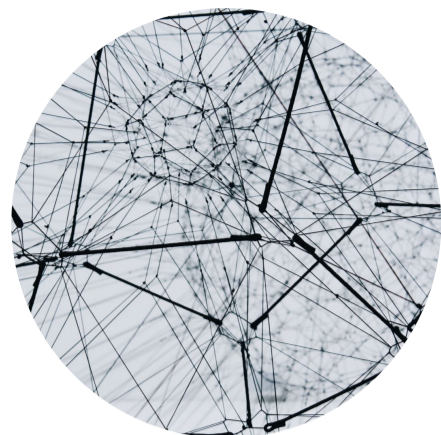
#talent #career  
#retention #development



**3WaySwitch**

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There are 3 main approaches you can take for career co-creation



Open developmental networks

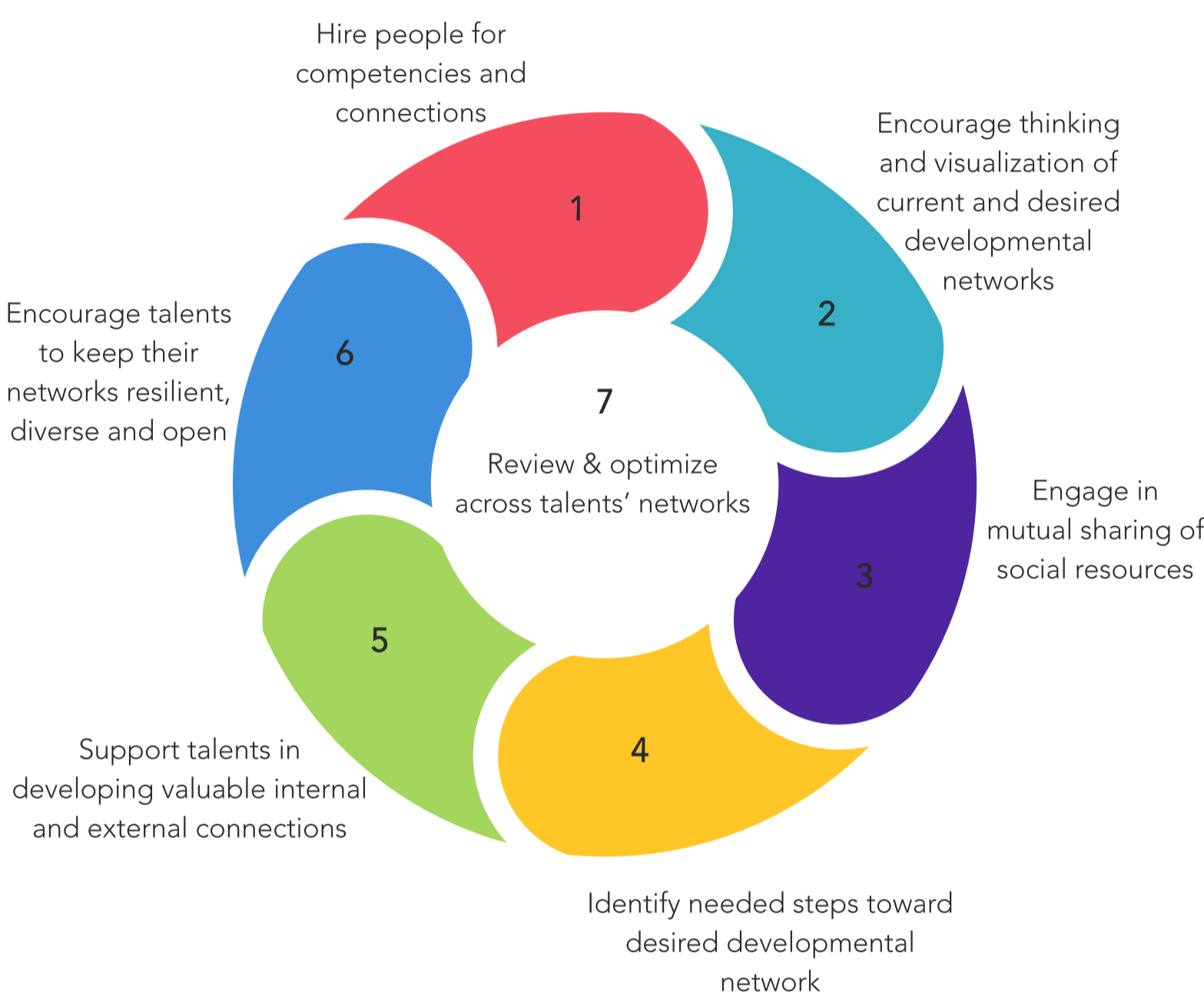


Tours of duty



Alumni and boomerangs

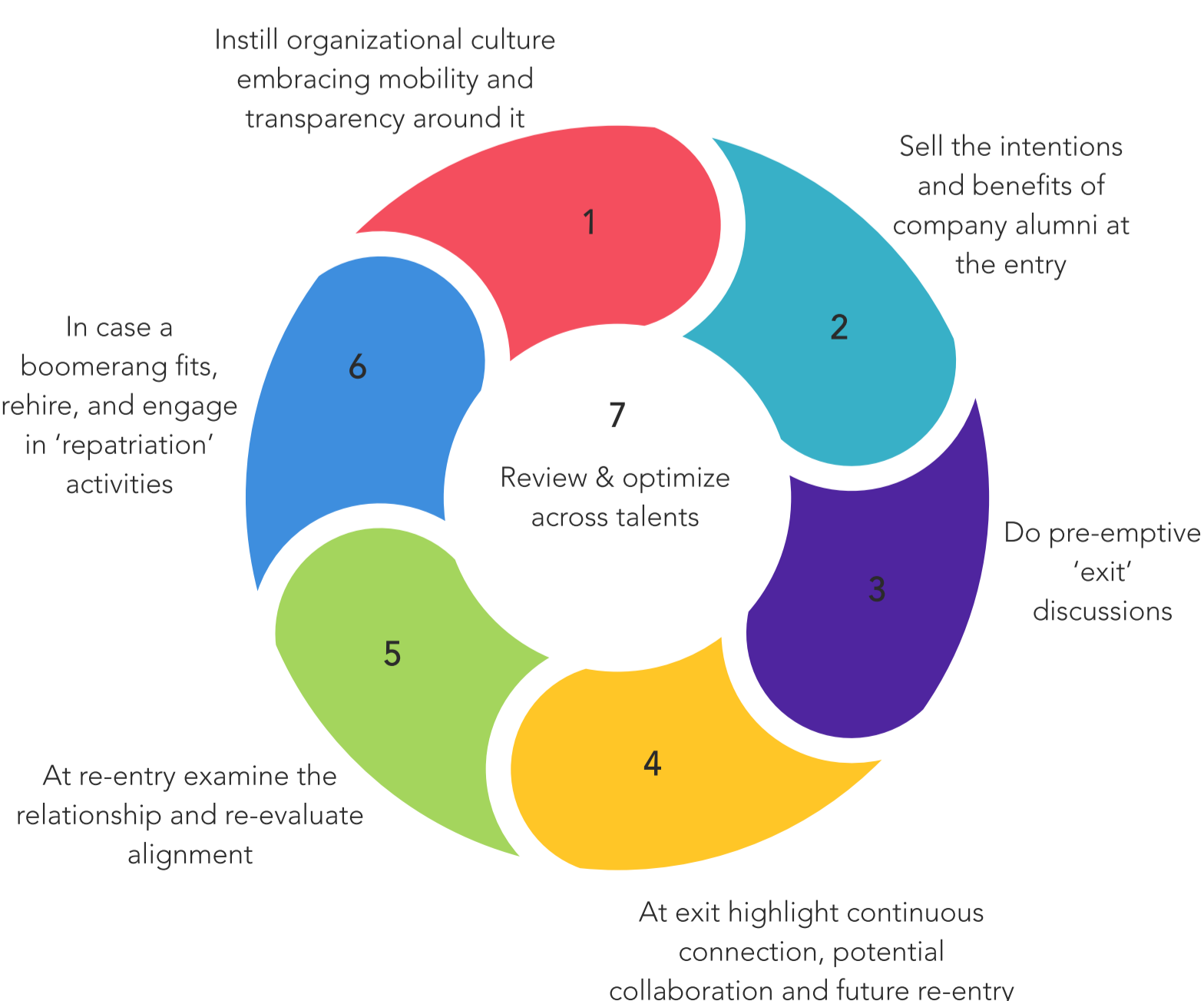
## Open developmental networks approach



## Tours of duty approach

- 1 Be realistic about long-term employer-employee relationship
- 2 Get to know each other well
- 3 Identify challenging, interesting, valuable & visible projects within a focal timeframe
- 4 Engage in open conversations to define the mission of the tour of duty
- 5 Elaborate on specifics of the tour & commit
- 6 Provide necessary resources and remove obstacles
- 7 Track progress, coach and ensure visibility of successes at milestones

## Alumni and boomerangs approach



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For more information about this project please see:

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