



Professional growth to remain relevant

Towards a resilient organization in 6
steps



A resilient organization in 6 steps

Technological developments follow each other in rapid succession. One is a hype, the other causes substantial changes in the world. Just think of the Free Record Shop and Spotify.

How do you ensure that the organization remains able to respond adequately to changes that have an impact on the organization? And where should you start? No worries. With these 6 steps you can be sure that the organization is ready for the future.

Step 1 Translate the strategy into concrete goals with measurable results

By converting the strategy into **goals** with **measurable results** and sharing these with the organization, every employee understands the course and sees the **progress** on the results. Sounds good right? But how do you do that?

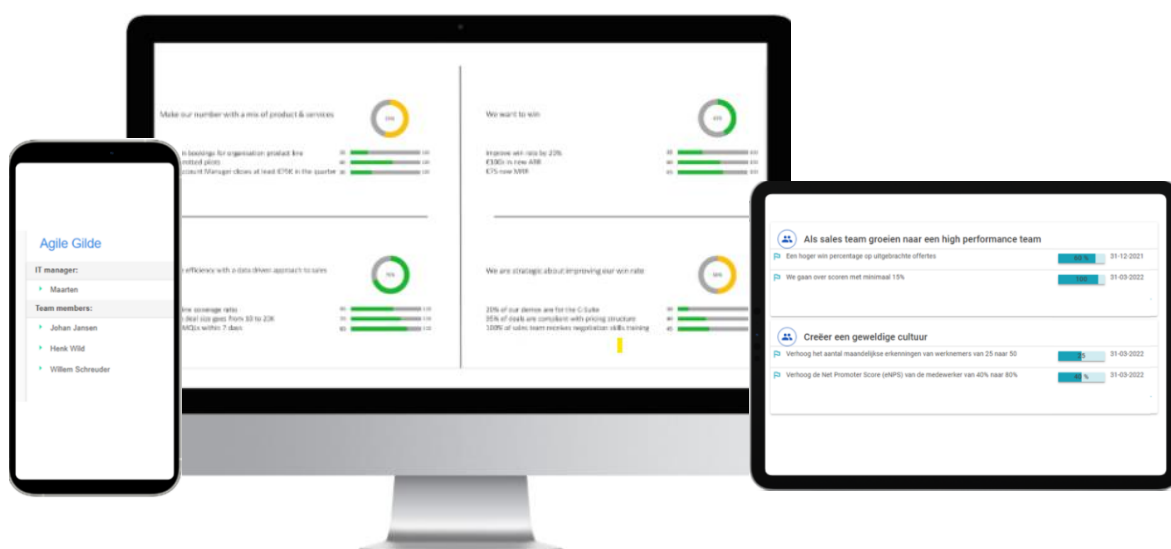
By leveraging a professional growth platform that puts the professional in charge of their own career. And can be linked to other systems that you already use, such as your back office HR software. A platform in which you can develop the craftsmanship of the employees and align the organization by working together on goals.

By sharing the progress of the organization

Does the employee get inspired to set goals for themselves?

Leaders' job is to create a team that ensures an inspiring and successful collaboration

The biggest motivator is booking
of progress in your work.
The days when you make progress,
are the days when you feel most
feeling motivated and involved



Step 2 Working together on goals and measurable results

A well-known and successful method Objective and Key Results (OKRs)

OKRs are there to create alignment and set a cadence for the organization. The goal is to make sure everyone is moving in the same direction, with clear priorities.

Objectives are statements that inspire and give direction. Objectives should be short, engaging and motivating.

Key Results are a set of metrics that measure your progress toward the goal.

Step 3 Enrich roles with competencies and skills

Measurable roles to gain insight into the available and desired knowledge and skills. By adding **competencies** and **skills** to the role, the organization can build a **knowledge matrix**. This way you know whether the **knowledge and skills** are properly distributed within the organization. By doing this in all facets of the role, it is possible to develop from a **broad perspective** and the employee gains clarity.



Which strategic, tactical and operational skills are required?





Feedback is not a formal conversation that happens every now and then, but an ongoing process of communication and improvements

Step 4 Reflect and 360° feedback

Reflections are created **automatically** and offer the employee and manager insight into the specific development actions. The manager can give **feedback** with score and substantiation. **Validate** knowledge and skills and easily put together teams based on this information.

*The **right** employee with the **right** knowledge and skills in the **right** place*

Let the employees also give feedback to each other so that they know how the collaboration is **experienced** by colleagues. This is easy with CareerTracker's **360° feedback module**.

Welke talent zou ik meer moeten benutten, vind je?

Opmerkingen*

Je zou je meer kunnen richten op stakeholder management voor je eigen zichtbaarheid

Add your remarks

Step 5 Stop paper evaluation, Excel and time-consuming administration

Save hours by using digital capture and speaking a clear language that is understood by the organization. The **responsibility** lies with the employee and the organization **facilitates**. The employee is at the helm of his or her own career. Sounds good right? But how do you do that?

By using a platform for **professional growth** in which you record the progress centrally and can be **linked** with other systems you already use, such as your back office software. This allows you to build on the information already available.

The employee fills in an **automatically** generated competency questionnaire and determines his own level. The organization provides **feedback** and if the results are satisfactory, the competencies are **validated**.

Application Configuration

Configureer applicaties voor specifieke behoeften van het applicatieteam, volgens methodologieën, beleid en normen

Actieplan: *Ik ga applicaties configureren*

Voortgang:

Feedback:

Waarom ligt dit item op schema?

Step 6 Communication is essential

Involve and inform the organization in the plans and goals. Make the employee **part of the process**. Tell about the outcomes and objectives. Provide early adopters who, as **ambassadors**, can explain in detail and indicate what is expected of the professionals.





Outcome instead of output

'The operation was done very well, unfortunately the patient died', the output was great, the result is really worthless! Organizations that focus on the amount of working hours are betting on the wrong horse. It's all about the **power of the hour**. What is the outcome of the hour **instead** of how many hours did you work?

You are not alone on the journey to become resilient

You achieve a **resilient** organization with performance management. Performance Management is the process of ensuring that a set of activities and outcomes meet an organization's objectives in an effective and efficient manner. **Performance Management** focuses on the performance of an organization, a department, an employee or the processes that are set up to manage certain tasks.

Choose a partner with experience

The platform you choose should facilitate **professional growth**. This requires specific knowledge of professional development. A platform that is based on **best practices** from the field and is continuously developed with input from the end users. This translation of the wishes and needs of employees and organizations into the platform ensures **satisfied** users who are at **the helm** of their own development and grow as a **team**.



Grow with CareerTracker

CareerTracker is the software solution in which all employee experiences are recorded. Validated by others, so that the organization has an up-to-date picture of the knowledge and skills of the employees. The creators of CareerTracker have a broad experience in developing organizations and building software.

We are happy to answer your questions

Contact CareerTracker for more information or an appointment:

T: +31 (0)33 – 8876104

E: info@careertracker.nl

Do you want a demo?

Without obligation, online and when it suits you

I would like to
schedule a demo