

95% Of Staff Transit To New Roles After Undergoing Career Transition Program

Background

Our client, an international not-for-profit located in Kenya, that had built a unique employer brand position was faced with the same global challenges including reduced funding for its operations. The equation became, how do we best deliver impact with limited resources without losing talent and branding position as a great employer? One thing that stood out about the Client is they had built a reputation in how they work by applying innovative approaches in its interventions and testing new ideas. The leadership took a risk in their restructuring strategy to discontinue certain programs and focus on minimizing losing talent, a trend that was practised worldwide in 2020.

The restructuring heightened anxiety amongst staff. The expected changes resulted in reduced productivity, engagement, and loss of quality talent. To mitigate this, the HR team engaged staff to invite suggestions on how best to navigate the changes and to also hear their fears and concerns.

Solution

The Client chose Cedar Africa Group to help with the transitional changes that employees were facing.

Together with the HR team, Cedar Africa Group coaches prioritized dealing with the fears of job loss and uncertainty about the future, by providing individualized support for all staff affected by the changes.

The restructuring that the Client had done led to the creation of new roles which were to be filled competitively by internal staff as the priority.

The HR team was keen to ensure that staff who were affected by the restructuring process were provided with the tools and support to perform well in the selection process and get into the right frame of mind. They also wanted to help the staff impacted by the change to cope and make a positive move forward, and in the event of separation assist staff remaining in the organization adjust to the exit of their colleagues.

Cedar Africa Group co-created the Career Transition Program in order to arrive at a win-win solution for both the organization and the employees.

To increase the confidence and dispel fears of the employees during the transition process, Cedar Africa Group coaches took the employees through several sessions to prepare them for the changes. These included:

- Self-discovery sessions where employees uncovered and renewed their values and motivation. The employees were able to map out their desired career path and match these with personal insights they discovered.
- Taking stock of the achievements they had accomplished in the past and how would leverage these for the roles they wanted to apply for.
- Building individualized career plans with a sharp focus on specific deliverables expected in the roles they wanted to pursue.
- Reviewing and updating resumes and cover letters for the intended role. Preparing for interviews for intended roles.
- Completing exercises to overcome self-limiting beliefs that were affecting them and engaging in activities that would with cultivating a positive mindset and developing self-confidence in taking up new challenges.

Cedar Africa Group also offered a psychometric assessment to employees to provide scientific insight on the individual's natural strengths, work-related interests, skills, aptitudes, and talents.

This insight was invaluable during the career planning phase with employees. It helped unlock unexplored strengths that they could use to propel forward in their careers and personal lives.

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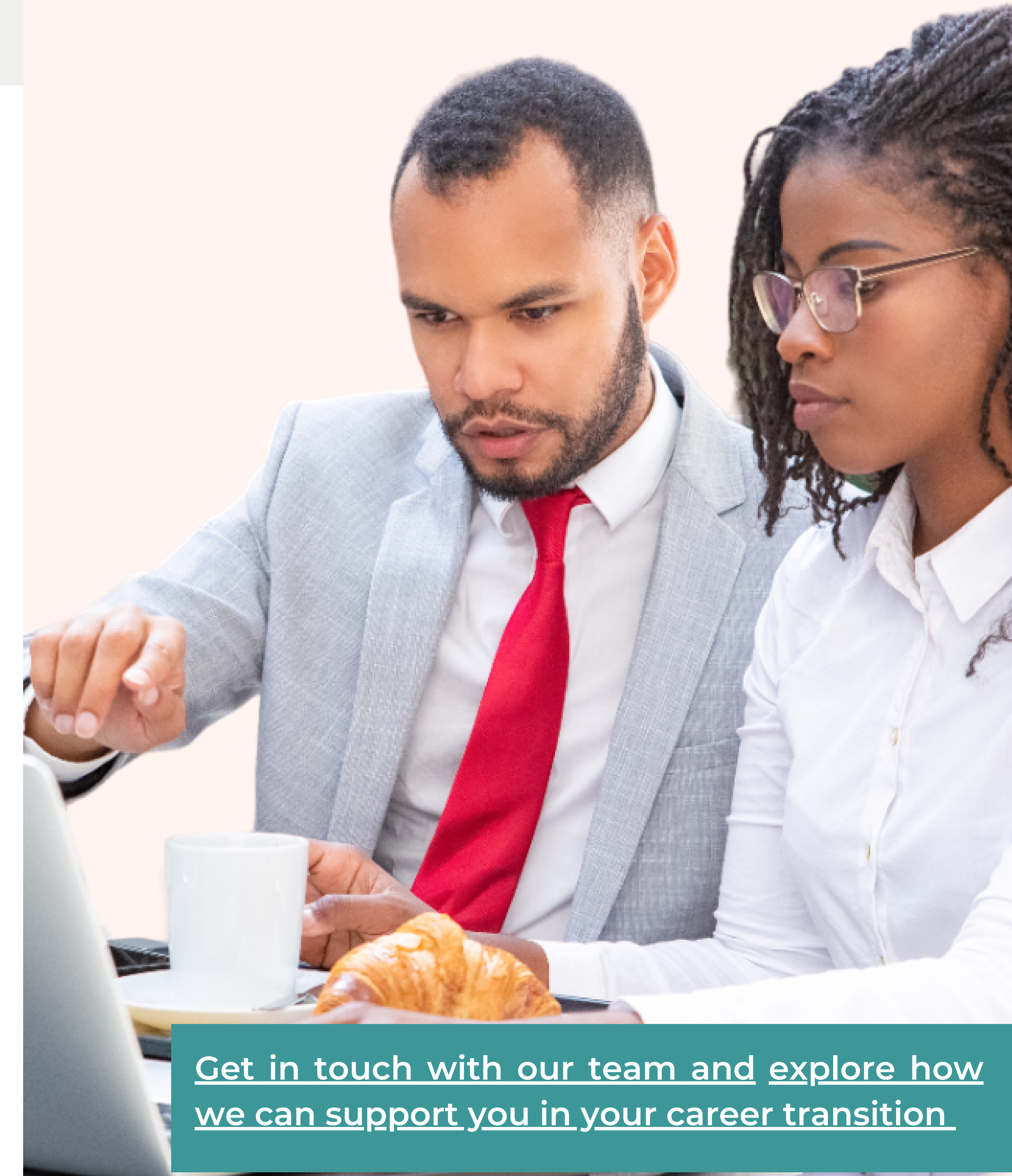
Outcome

coaching sessions were held with staff in leadership, managerial, technical, and administrative roles.

95% of the staff whose roles were at risk were successful in the interview process and offered roles.



The program gave me more time to help me prepare well for the future... I discovered I'm capable of driving my own destiny.



[Get in touch with our team and explore how we can support you in your career transition](#)