

MY
FUTURE
@WORK
TOMORROW STARTS TODAY

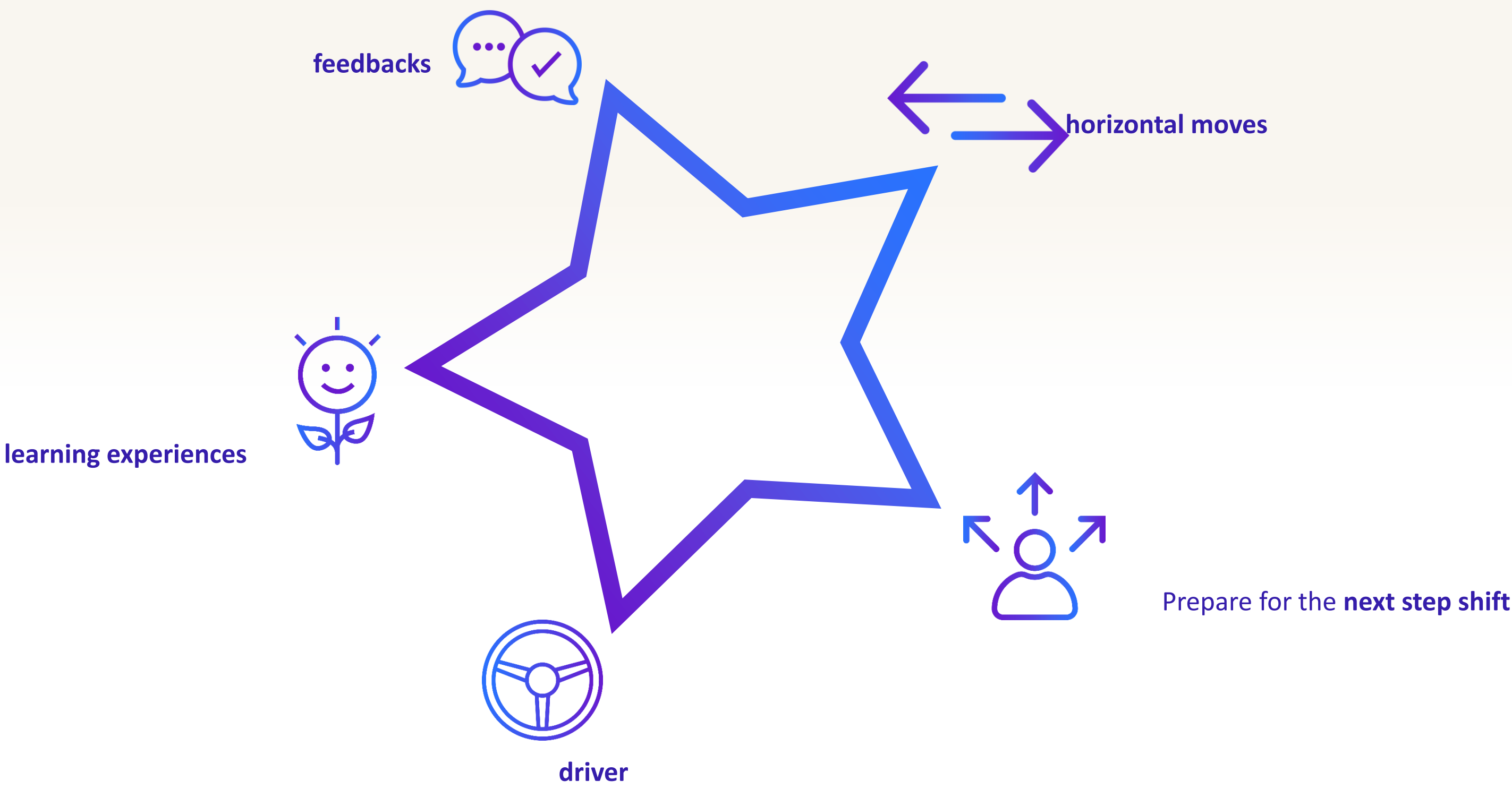
A CLEAR CAREER INTENTION SUPPORTED BY ALL RECRUITER, MANAGER, EMPLOYEE

**STRETCH : design your development
OUR AREA OF FOCUS FOR DEVELOPMENT**

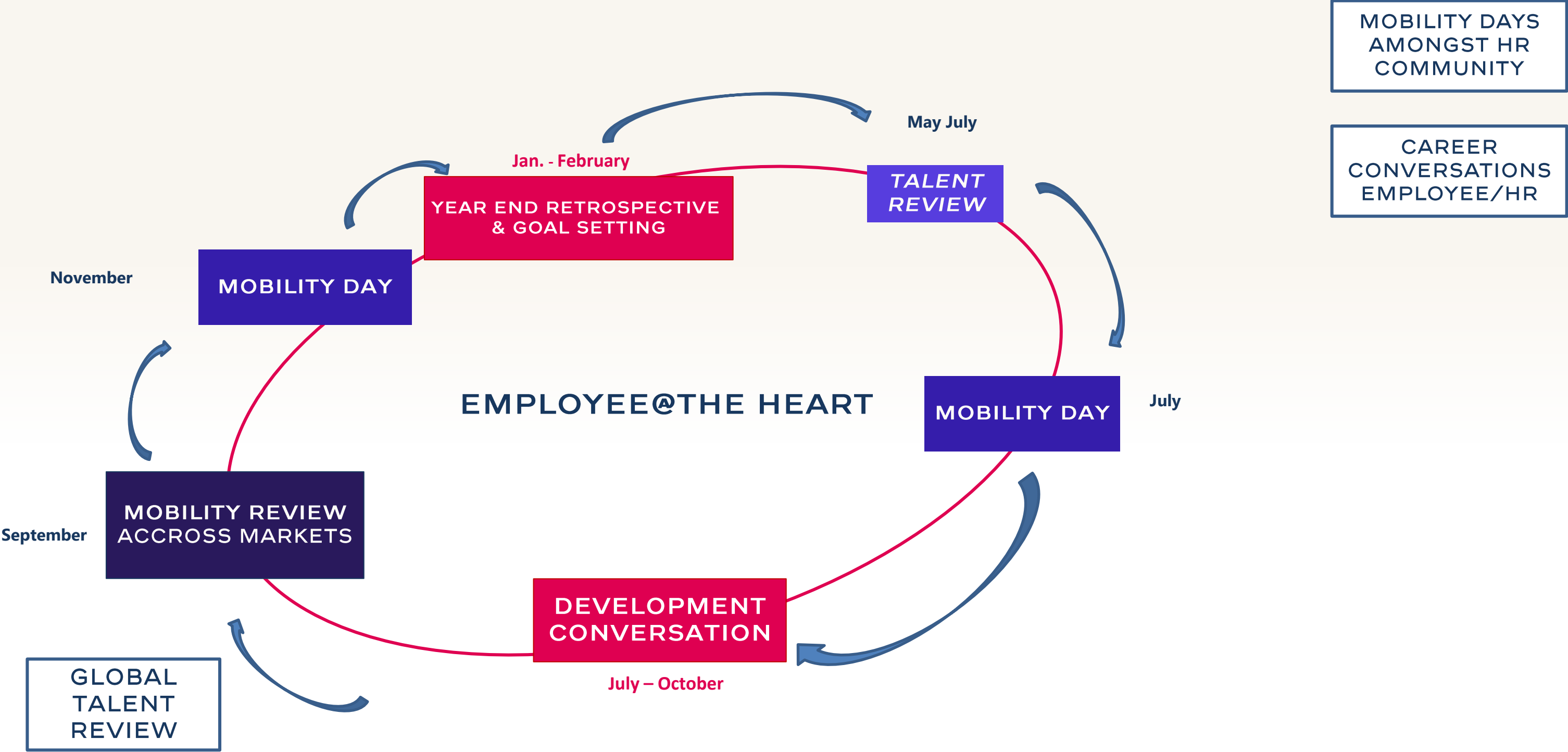


ME@MYBEST

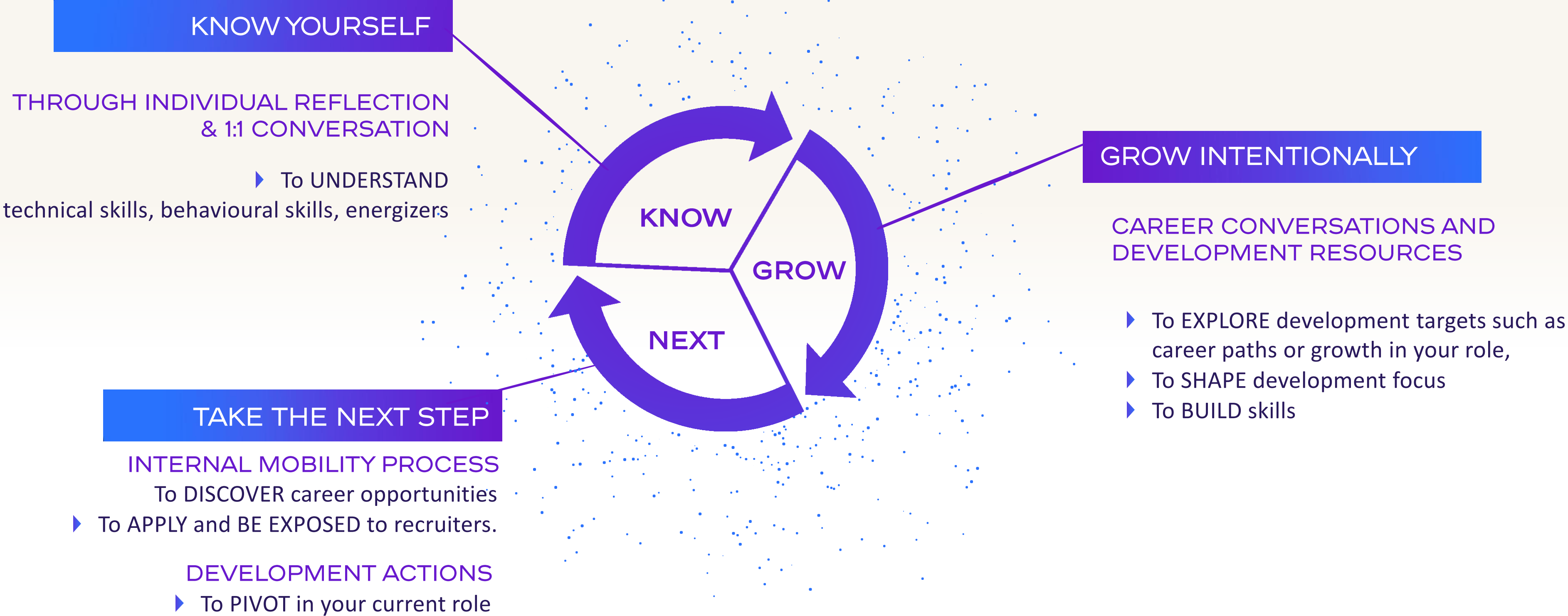
DELIBERATE MINDSET COMMITMENTS



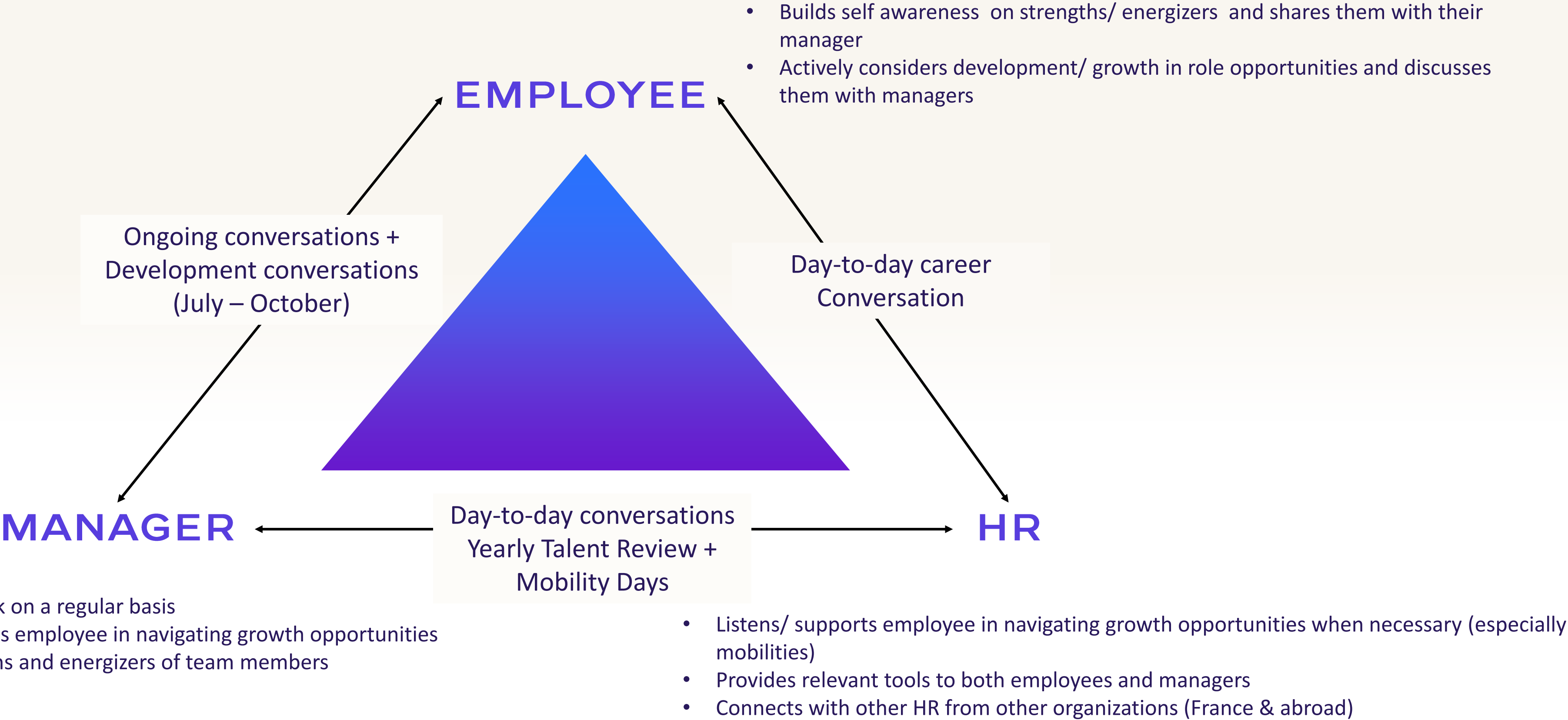
TRANSPARENCY AROUND OUR TALENT AND CAREER PROCESSES



PEOPLE JOURNEY



ACTORS OF THIS JOURNEY



OUR
TARGETED
SOLUTION

A holistic
solution
to support
this journey

KNOW	GROW	NEXT
EMPLOYEE EXPERIENCE	EMPLOYEE EXPERIENCE	EMPLOYEE EXPERIENCE
• Performance@CHANEL • Retail competency framework by function • Psychometrics • Feedback • Virtual / in person coaching • Development conversation (Mgr & Employee) • Year End Retrospective • CAREER CONVERSATION (HR & EMPLOYEE)	• 1 Café 1 Métier • MyFuture@Work DIGITAL PLATFORM Neobrain) • GREAT STORIES OF MOBILITIES • Pivot & Growth planner • Imagine CHANEL	• Internal careers site (Workday) • INTERNAL MOBILITY RULES OF ENGAGEMENT • MENTORSHIP
INVISIBLE TO EMPLOYEE	INVISIBLE TO EMPLOYEE	INVISIBLE TO EMPLOYEE
	• Talent reviews (feeding the grow, driver of next) • Mobility days	