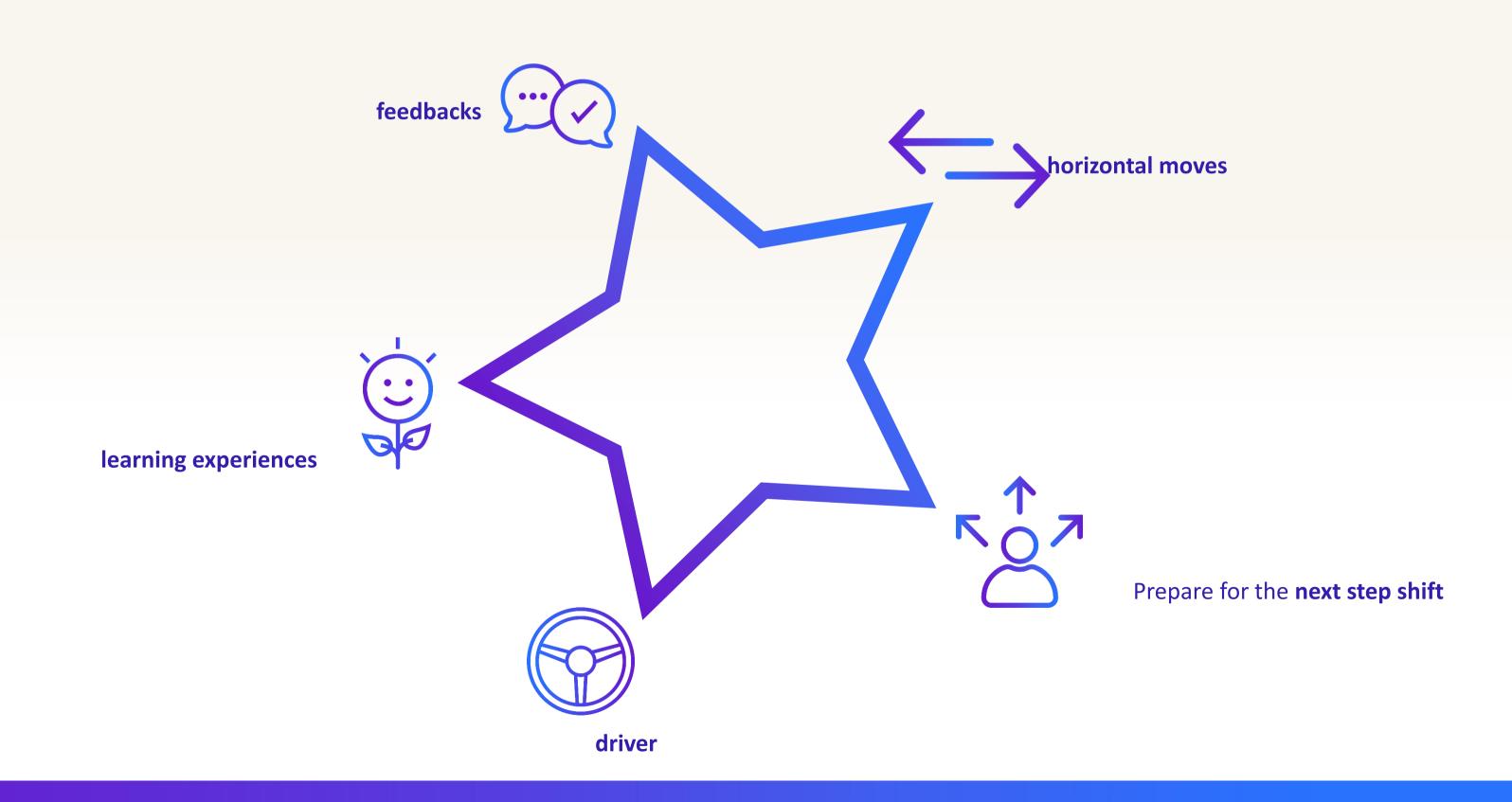
TOMORROW STARTS TODAY

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

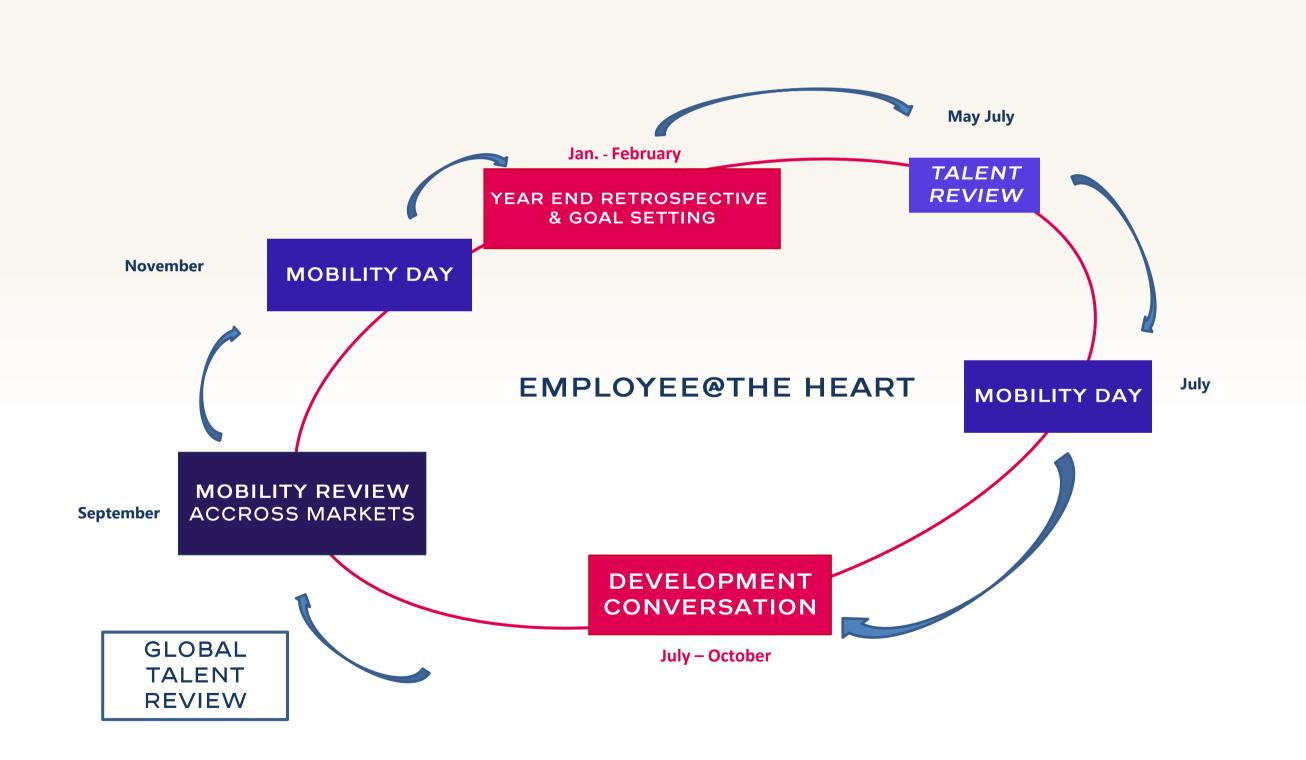


ME@MYBEST

DELIBERATE MINDSET COMMITMENTS



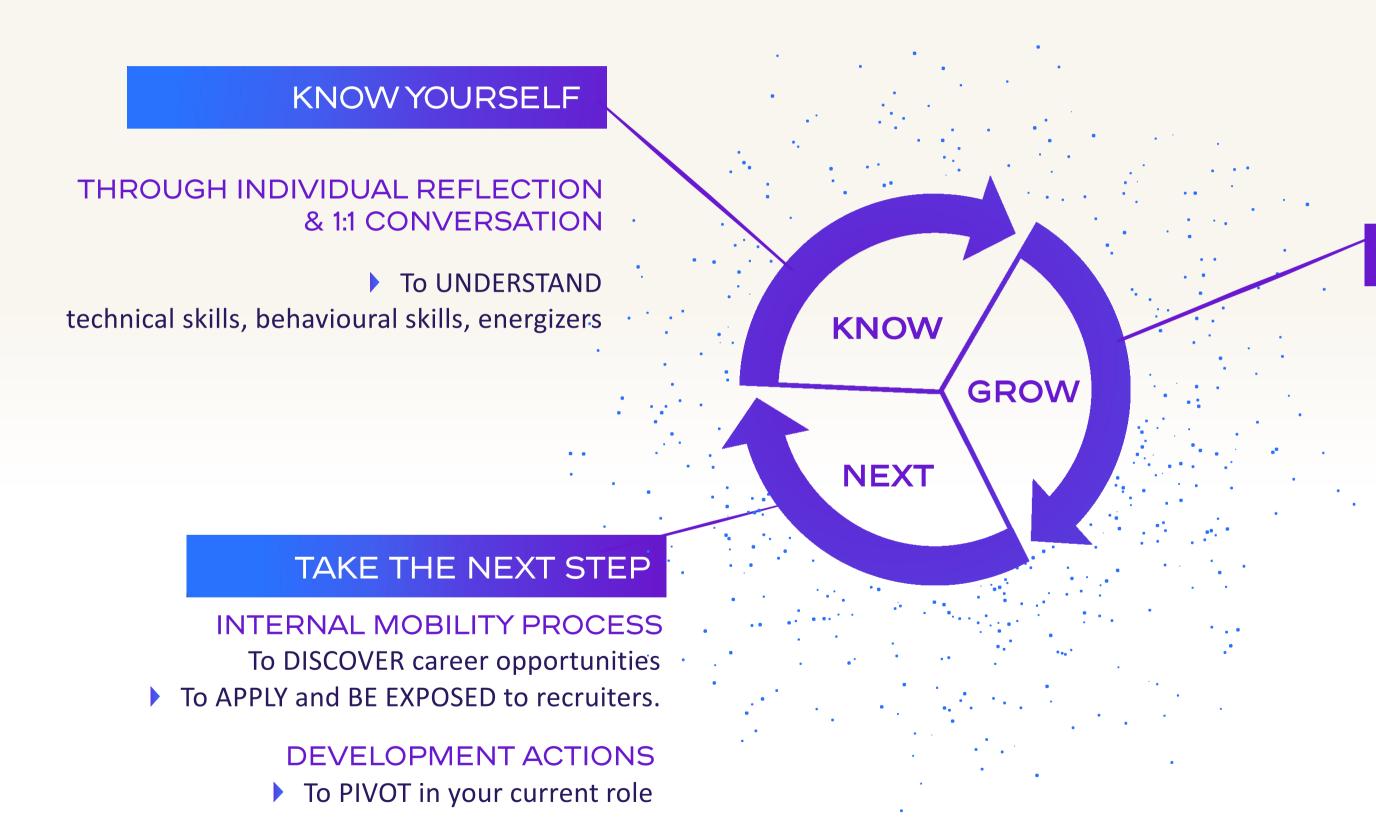
TRANSPARENCY AROUND OUR TALENT AND CAREER PROCESSES



MOBILITY DAYS AMONGST HR COMMUNITY

CAREER
CONVERSATIONS
EMPLOYEE/HR

PEOPLE JOURNEY

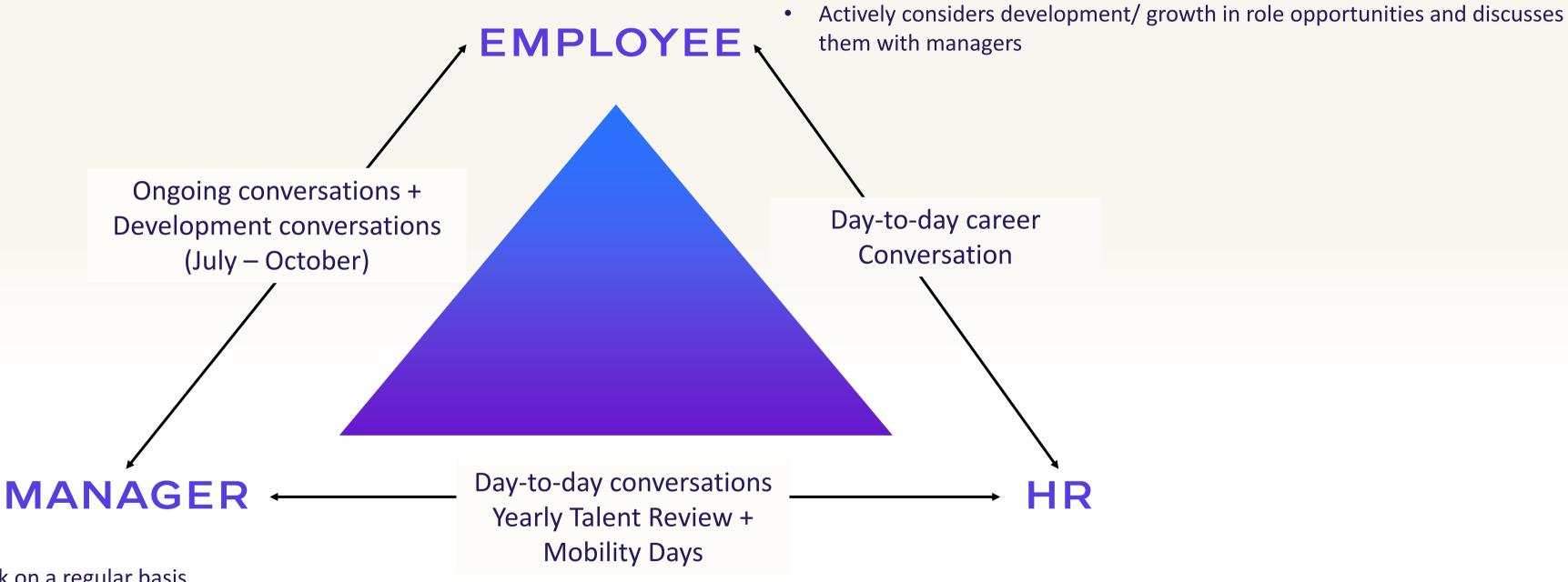


GROW INTENTIONALLY

CAREER CONVERSATIONS AND DEVELOPMENT RESOURCES

- To EXPLORE development targets such as career paths or growth in your role,
- To SHAPE development focus
- To BUILD skills

ACTORS OF THIS JOURNEY



- Provides feedback on a regular basis
- Coaches/ supports employee in navigating growth opportunities
- Builds on strengths and energizers of team members

• Listens/ supports employee in navigating growth opportunities when necessary (especially mobilities)

Builds self awareness on strengths/ energizers and shares them with their

Provides relevant tools to both employees and managers

manager

Connects with other HR from other organizations (France & abroad)

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