



# PROJECT

## CLIENT REQUIREMENT



A global textiles manufacturer required culp to design career pathways to uncover career development opportunities and integrate into L&D and talent management. Sponsored by the HR Director.

## CULP SOLUTION



Conduct design thinking workshops with Senior Managers to define current and future structures, identifying successors and talent, linking pathways with production, integrating into L&D and talent management.

Designing and illustrating career pathways.

## RESULT & IMPACT



Successfully engaged and facilitated career development workshops with Senior Managers. Career pathways were designed in production (and aligned to SETA requirements), R&D, sales and marketing and planning departments. The pathways were designed and illustrated using Gliffy Diagrams. Pathways created opportunity for people to understand the skills that are needed to progress from one role to another in the organisation. The pathways also created a focused L&D spend, fairer internal promotions, motivation to empower employees and succession planning.

**Created career development opportunities for >70% of the workforce. Significantly increased production training and faith that there is opportunity to move out of the factory in the organisation.**

**The process was shared with the HR team in a train-the-trainer approach to roll-out for the remaining 30% of the business.**

## LEARNINGS



Designing career pathways significantly improves employee engagement levels as it creates hope and motivation. Ensuring access to all employees removes favoritism and discrimination. L&D operations must to be optimized and ready to manage the spike in demand.

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