

Successful Career Transitions – A Reality at GadgEon

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Given the accelerating pace of disruption, technology businesses need to constantly innovate to stay ahead of the curve. The same goes for those working in the technology space. Technology professionals today must work continuously to keep their skill sets updated to remain relevant in a hyper-agile and disruptive space. As such, employee development has become an activity of critical importance across a multitude of organizations. Along with that, organizations have also understood the importance of driving elevated employee experiences and augmenting employee engagement through various organization-led initiatives. While employee development initiatives are professional development initiatives that aid skill development, it is only one part of the puzzle.

Today organizations and the people that work in them are in a constant state of evolution. As things change, employees might want to transition to other roles. A part of career pathing takes care of this. But what if the employee wants to transition to a completely different role? Enabling successful career transitions can be a challenge for organizations that do not have flexibility at their core.

Fortunately for those working with us, flexibility is one of our core strengths. Here is a look at how we enable successful career transitions at GadgEon.

The option to change roles

The most important thing about enabling successful career transitions is to first demonstrate intention towards it. At GadgEon we decided to make this a formal initiative

and created clear policies that gave our employees the option to change roles and transition to new roles.

While we do allow our employees to change careers, we also ensure that they are ready with the right set of tools and knowledge to handle these transitions. They have to clear certain parameters and upon completion, can then transition into their new roles.

Robust career pathing framework

Our performance management strategy does not start and end with the annual appraisals. Our managers remain in continuous conversation with their team members to proactively identify their strengths and areas of improvement. Career pathing initiatives too are not looked at as a one-time activity, but rather as an ongoing one.

Our managers not only help their teams assess and evaluate where they would like to take their careers but coach them on how to achieve these goals. Regular check-ins, clear and concise feedback, and enablement with tools and support in identifying learning opportunities help in taking employees closer to their goals and successfully moving to new roles.

Conscious support

We provide support intentionally and consciously to drive successful career transitions within our organization. Our managers are deeply involved in the career transition process and map out the whole plan with the team member to the last detail. They identify the learning and skill gaps that need to be bridged and ensure that the team member suitably upgrades their knowledge repository to meet the expected learning levels.

We allow big career transitions in our organization. Some of these transitions need deeper learning and more support. We deliver all the support that the employee needs and ensure that there is no bias or judgment involved in the same. They are treated fairly and encouraged to move ahead in their journey so that they can successfully transition into their new role.

Training and mentorship programs

We realize that change is hard and that along with the opportunity to change, you also need to enable change. As such, we have robust learning and development initiatives that our employees can leverage to increase their knowledge capital needed to succeed in new career roles.

Along with this, we also provide training to our employees and have robust mentorship programs to enable complete, well-rounded development. The employees can seek out mentors from our leadership team and understand the nuances of the new roles, what this entails and how they can navigate challenges in these roles when they arise. Our mentorship program also facilitates tribal knowledge transfer. This allows the employee to adjust to their new function with greater comfort and confidence.

Project opportunities

Along with providing the learning opportunity we also ensure that we give the employee the right opportunities to test and enhance their knowledge. Once the employees are certified, we help them practice these skills by making them a part of different projects.

They are active participants in these projects and get all the help to drive up their experience.

We ensure that the employee has contributed actively to these projects and once their project experience is at par with industry standards then they transition completely to their chosen roles.

In Conclusion

As a people-driven organization, we understand the evolving needs of our workforce. We want those working with us to know that we truly value our human capital and are willing to make all the necessary investments to help this capital grow and reap big dividends. At Gadgeon, a system engineer can dream of being a DevOps engineer. The good news is that this dream doesn't remain one. We make sure that we extend all the support needed to translate this dream into a tangible reality.

