

**Vanguard** creates a platform to integrate internal talent practices with world-class learning and experiences.

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It was once a huge burden on managers to understand jobs and structures across the entire organization. It became difficult to help direct reports figure out where to go next. Now, career management at Vanguard is largely self-served.



About Vanguard

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# Vanguard<sup>®</sup>



Industry:  
Investment management



Global operations



17,500+ employees



30+ million investors



## The Challenge

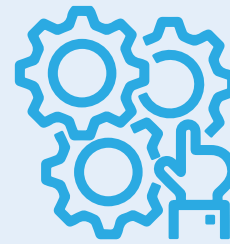
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1



Low internal  
visibility of career  
opportunities

2



Lack of internal  
networking

3



Rising turnover

4



Not enough  
developmental  
conversations



## Key components of solution

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1



Partnered with Fuel50 to create a platform of integrated talent practices, world-class learning and experiences

2



Back up its business strategy with a talent strategy

3



Guide people to the jobs of the future

4



Enable up-skill and re-skill opportunities

5



Provide transparency to future roles

“

There are three pieces we need to develop for our workforce of the future. The first one is to up-skill our crew to transition to new ways of working. ”

Head of Learning at Fuel50



## The 3-step approach

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### Reflect

Find opportunities based on individual aspirations



### Explore

View suggested roles including parallel and stretch roles



### Plan

Create a career path to glory



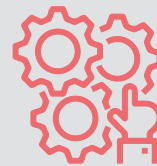
## Key outcomes



Employees find new internal opportunities interacting with seniors



**67%**  
Satisfied users with career experience



**51%**  
Unique logins were returning users on the platform



**4582**  
Talent indications of what people wanted to learn in 2019



**7225**  
Talent touch points in 2019

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Insights **that find you**

The twimbit experience:

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Subscriptions

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Communities

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Advisory

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How can we help?

[reachus@twimbit.com](mailto:reachus@twimbit.com)