

Opportunity Marketplace

twimbit

A one-stop shop for career development by **LoyaltyOne**.

Delivering innovative solutions for sustained business performance improvement was their core. But LoyaltyOne couldn't replicate that for their employees. Till they made it a priority to improve career experience.



About LoyaltyOne

twimbit

LoyaltyOne®



1,300 employees



Global operations



Loyalty marketing services



The Challenge

twimbit

1



No holistic
career pathway

2




Employees had
no visibility on
career
progression

3



No way to
connect and
network across
organization



For the past two years, the job/career opportunity scores in the annual associate engagement survey were below expectations. 

Andrew Saily, VP Talent Digitization



Key components of solution

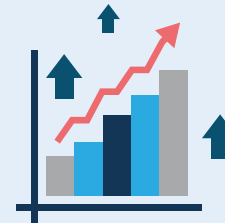
twimbit

1



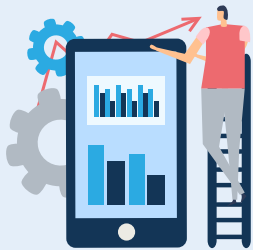
Digital first

2



Easy to update
and maintain

3



User-friendly

4




Integrates with
existing systems

5



Provides visibility
on all roles

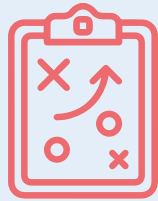


Chatting with colleagues and my manager helped me understand new roles outside of finance. That's when a light bulb came on and I identified my transferrable skills and new skills I wanted to gain. 

Specialist, MX Product & Pricing at LoyaltyOne



The 2-step approach



Provide employees with a clear career pathway



Enable leaders to map talent to internal opportunities



Key data points



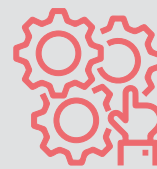
LoyaltyOne partnered with Fuel50 to launch MY NAV.
A career development and conversations platform between associates and managers.



Recruited MY NAV champions across each line of business



Secured buy-in from senior leaders



Organisation wide marketing campaigns



Future indicators

twimbit

1 62% adoption rate

2 Young and junior employees
are early adopters

3 Strong positive feedback
for the tool



twimbit

Insights **that find you**

The twimbit experience:



Subscriptions



Communities



Advisory

How can we help?

reachus@twimbit.com
