



Proudly driving the career success of diverse employee groups



We are a
disruptor in
the career
development
space



FOUNDED IN 2021

We focus on who "gets on" in organisations, not just who "gets in". Secondly we know that this means change at both an individual employee level and at a systemic, organisational level.

Why do we do what we do?

Diverse employees bring a wide range of skills, experiences, and perspectives to the workplace. **Engaging, motivating and retaining these groups ultimately leads to increased organisational creativity, innovation, and decision making.** This agenda is central to building a globally competitive economy and world- leading businesses*.

However, the career success of these groups is challenged, they are often under-served and under-represented in organisations. We are committed to change that by working with HR Directors, Careers and Organisational Leaders.

Meena Anand,

CEO and Founder

*CIPD. (2017). Addressing the Barriers to BAME Employee Career Progression to the Top.





Be brave enough to start
a conversation that
matters".

MARGARET WHEATLEY



Did you know
diverse
employees...

ARE OFTEN UNDER OR UNEMPLOYED

e.g. 15% of the population are neuro-divergent with highly sought after skills but they remain under or unemployed*

HAVE DIFFERENT CAREER PATTERNS

e.g. Women have different career patterns to men** They are motivated by different factors and career success means different things at different life stages

ARE LEAVING THE WORKFORCE

e.g. Older workers are increasingly "opting out" of the workplace. But what they really want is to stay connected with it but a different way***

*World Bank/World Health Organization (2011). World report on disability. Geneva, Switzerland: Authors. Retrieved from: https://www.who.int/disabilities/world_report/2011/report.pdf

**<https://www.thecareerscompany.com/blog/The%20Career%20Patterns%20of%20Women>

***<https://work-redefined.co/resources/the-unretirement-uprising-report>

ARE MARKED BY POOR ECONOMIC PROGRESS

e.g. Disabled employees are mostly employed in entry-level and low wage fields*

ARE PAID LESS

e.g. The employee pay gap in the least socially mobile areas in the UK is 2.5 times larger than in areas of high social mobility**

FACE CAREER BARRIERS

e.g. in the NHS black managers cite explicit barriers to promotion e.g. harassment and victimisation at work; lack of perceived fairness within the organisation; lack of consistency and opportunities; and access to mentors and networks***

Or that they...

*https://static1.squarespace.com/static/5c18e090b4069d6b43b093d8/5fbc317e96e56f63b563d0f2/1606168962064/Socio-economic_report-Final.pdf

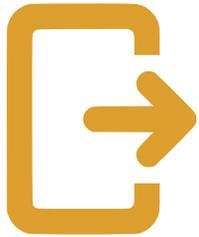
**<https://www.gov.uk/government/publications/the-long-shadow-of-deprivation-differences-in-opportunities>

***Woolhough, H. M., Davidson, M. J., & Fielden, S. L. (2006). The experiences of mentors on a career development and mentoring programme for female mental health nurses in the UK National Health Service. *Health Services Management Research*, 19(3), 186-196.

41%

OF EMPLOYEES CITED
“LACK OF CAREER
DEVELOPMENT AND
ADVANCEMENT” AS THEY
EXITED THEIR
ORGANISATION

The Great Attrition is making hiring harder. Are you searching the right talent pools? - July 13, 2022 | Mckinsey Quarterly



CHANGING INDUSTRY IS MORE COMMON

65% of employees have moved industry or exited the workforce after quitting*



INTERNAL MOBILITY IS HARD

57% of employees said they found it easier to find a job outside their organisation than make an internal move***



CAREER SUCCESS IS NOT LINEAR

Over 50% of employees don't view career success as that "next big role, salary increase or promotion"***



WE NEED TO PLAN FOR MORE THAN 1 CAREER

Research suggests that we need to plan for several careers in our lifetime****

Ideas around careers are changing

The Great Attrition is making hiring harder. Are you searching the right talent pools? - July 13, 2022 | McKinsey Quarterly

** TCC Survey results, 2022

***Talent mobility: Winning the war on the home front 2019 Global Human Capital Trends, Deloitte <https://www2.deloitte.com/us/en/insights/focus/human-capital-trends/2019/internal-talent-mobility.html>

****Financial Times - <https://www.ft.com/content/0151d2fe-868a-11e7-8bb1-5ba57d47eff7>

We have a range of evidence-based, world-class career development products to support the career success of diverse groups. We know these interventions work.



One to one, impartial, professional support with an external Coach. All our coaching is solution focused and employees are able to choose a coach from our diverse pool.



Managers play a key supporting role in shaping employee career paths, aspirations and success. Our programmes are designed to build the capability and confidence of managers to have quality career conversations.



We can create a framework for different types of Career Conversations across your organisation so that they become part of your culture. This could be Mentoring, Sponsorship, Stay or Grow conversations.



Career pathways can help employees see their future within the organisation and help managers identify and assess potential talent. We have a signature process to support your organisation to develop this critical career infrastructure.



Building career self-efficacy is critical in a VUCA world. Our collection of short webinars on key careers topics e.g. career patterns and career planning develop this and provide support in dealing with career transitions.



We also have a proprietary diagnostic process to:

1. Benchmark your organisation with the very best;
2. Identify gaps in your career infrastructure, and;
3. Dissect career development problems - helping you to discover the answers to questions such as:
 - Why are your ethnically diverse talent not progressing at the same pace as others
 - Why isn't representation of women at senior levels shifting?
 - What are the 3 biggest career barriers in your organisation?

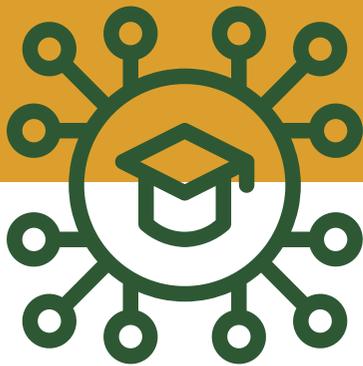
OUR ORGANISATIONAL CAREER DIAGNOSTIC



"Often, companies don't approach DEI the same way they approach other aspects of business strategy. They often underinvest time and effort to deeply understand the problem they're trying to solve." Mckinsey, 2023

Organisational Career Diagnostic

A data-driven, analytical approach to understand where you are now in terms of your career development offerings and practical recommendations on where to target your career development initiatives and investment.



DEEP-DIVE DIAGNOSTIC

Our diagnostic process makes use of existing data and information to feed into our analysis; this is supplemented by targeted data collection methods such as surveys, focus groups and interviews.



COMPREHENSIVE ASSESSMENT

A full, detailed report on what is working well and what can be improved in order to make your organisational career development offerings fit-for-purpose in line with your business strategy. This includes a clear rating on maturity that can be benchmarked with other organisations.



PRACTICAL RECOMMENDATIONS

Our expertise on what works and what doesn't will feed into tailored and practical recommendations on where to target your time, effort and investment to enhance your organisational career offerings aligned with your employer brand and business strategy.

The Careers Company Team*

*We additionally have a pool of associates that we can call upon for specific assignments



MEENA ANAND

Founder and CEO



HIMA VAGHANI

Director and Product
Lead



CLAUDIA
SCHLIPF

Director and
Operations Lead



BRYONY
BENNETT

Editorial Team Lead



We work with some amazing brands across lots of industry sectors



Women In Banking & Finance



Michael Page

What Next?



Google Review Rating 4.9

In summary, The Careers Company...



ARE EXPERTS IN THE WORLD OF WORK

As former HR Directors, we are professionals in an often unregulated coaching and EDI world.

PASSIONATE ABOUT CAREER SUCCESS

We know that career success is unique to each employee but organisations often think about a single, linear path.

KNOW WHAT WORKS

We are evidence based and know what career interventions *really* work for your organisation.

Find us online



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Get in touch today. We would love to hear from you!



BOOK A SLOT

<https://calendly.com/the-careers-company/discovery-call>

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