



# WHEN INDIVIDUALS SUCCEED ORGANIZATIONS WIN

 Right  
Management<sup>®</sup>  
ManpowerGroup



# THE WORKPLACE IS CHANGING

There's a new dynamic in employee and employer relationships. **Employees want to learn and grow throughout their entire careers. They want employers who will provide ongoing development opportunities.**

As an employer, you need people with flexible skills. You need people in position to lead. Talented employees are a competitive advantage. **Competition for those talented individuals is greater than ever before.**

Successful organizations build cultures that encourage learning and innovative thinking. Their employees can respond quickly to market changes. **These changes are happening fast. You and your employees have to adjust faster to succeed.**



RIGHT MANAGEMENT CAN HELP

A close-up photograph of a woman with dark hair pulled back, wearing a light purple button-down shirt. She is smiling warmly at the camera. The background is a blurred office environment with other people working at desks.

# WE'RE GLOBAL CAREER EXPERTS

We've spent the last 35+ years identifying workforce challenges and developing innovative solutions to meet them. Our globally informed methods are time-tested. Our strategies are designed to help your company become more agile and innovative by unlocking the value of your most important asset—your people.



## AS GLOBAL CAREER EXPERTS

Right Management consultants and coaches are the best at what we do.

Our deep understanding of the global marketplace means our solutions are tailored for local delivery.

And, we're a part of ManpowerGroup®, the world's top provider of innovative workforce solutions.

## OUR APPROACH DRIVES BUSINESS RESULTS

The best way to develop an effective talent strategy is to assess the needs of your organization.

We review the talent you have and determine the capabilities your organization needs based on where you want to drive your business.

Our integrated approach links talent development to your business strategy.

## WE CREATE TAILORED SOLUTIONS

We create one-size-fits-one solutions, tailored to the culture and goals of your organization, to directly address your needs.

From there, we'll deliver a solution that creates measurable impact for your organization.

A man and a woman in business attire are standing on a modern office balcony or mezzanine level, leaning on a glass railing. The woman, on the left, is wearing a dark grey blazer over a light blue shirt and is gesturing with her hands as if speaking. The man, on the right, is wearing a light pink shirt and a dark tie, and is looking towards her. The background consists of large glass panels and a bright, clean environment.

# MAKING AN IMPACT STARTS WITH INSIGHT

We're aware of the challenges facing employers today. But we'll focus on the ones that affect you, using our proven one-size-fits-one approach to drive measurable outcomes for your business. We start by getting to know your company and its culture, assessing your workforce and identifying your needs and challenges, to develop expert insights.

We build on those insights to tailor and deliver solutions that align your talent strategy with your business goals.

Then we'll analyze the impact of those solutions to ensure bottom-line results for your business.

Our tailored solutions are smart and targeted. Our comprehensive capabilities can help your organization overcome a range of challenges, including:

## COMPLEX, FAST-CHANGING MARKETPLACE DYNAMICS

We'll provide an approach that enhances the agility of your people and your organization to accelerate employee time to value.

## FIERCE COMPETITION FOR TALENT

We'll help you become an employer of choice, with career development resources that increase your attractiveness as an employer. Attract talented individuals, develop current employees to improve retention, engage them and give them the opportunity to increase their value.

## GAPS IN CONSISTENT WORKFORCE DEVELOPMENT

We'll put standardized global methodologies in place to help you create a culture of career that adapts to new technologies, increases productivity and drives innovation.



“TWO-THIRDS OF INDIVIDUAL ENGAGEMENT DRIVERS CAN BE TIED TO CAREER DEVELOPMENT DISCUSSIONS.”

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**Right Management Online Poll**

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ARE YOUR  
MANAGERS  
EQUIPPED TO  
HAVE CAREER  
CONVERSATIONS?

# INVESTING IN CAREERS DRIVES BOTTOM-LINE RESULTS

Right Management's solutions not only create short-term impact for your company, but also long-term benefits. As a client, you'll notice continued productivity and success. We'll enable you to create a culture of career ownership that makes development a priority, empowers employees to manage their careers and increases organizational effectiveness.



## INCREASE ORGANIZATIONAL EFFECTIVENESS

Thrive during times of change with a workforce that's ready to adapt to new challenges. Increase the value of your talent and fill the skill gaps in your organization with these solutions:

- Workforce & Talent Strategy
- Leader Pipeline & Succession Planning
- Workforce Engagement & Retention

## ENABLE CAREER MANAGEMENT

Careers are lifelong journeys filled with opportunities to learn, grow and develop new skills. Helping individuals cultivate skills will enable long-term success, minimize risk around transitions, improve mobility and provide insights to inform their career journeys. To help you to do this, we offer these solutions:

- Career Development & Internal Mobility
- Outplacement

## DEVELOP INDIVIDUALS

In order to succeed, organizations have to develop high performing individuals, identify future leaders and accelerate their time to value. Focus on cultivating skills that allow not only your employees, but your organization as a whole to become more agile with these solutions:

- Leader Assessment & Development
- High Potential Assessment & Development
- Targeted Capability Development

Right Management's tailored solutions for organizations and individuals create a win-win situation that enables both to succeed. Organizations achieve greater workforce agility by nurturing future talent. And individuals build their skills to increase their value throughout their careers.

# CHANGING YOUR APPROACH CAN TRANSFORM YOUR COMPANY

Right Management's tailored solutions help you achieve outcomes that transform your workforce and your organization.





## AGILE WORKFORCE

Developing employees with flexible skill sets enables you to respond quickly to organizational and market change. Developing skills which are critical for future success and putting employees in position to lead improves organizational flexibility and agility.

## INNOVATIVE APPROACH

Creating a career-focused culture fosters learning and development, drives innovative thinking and faster response to market trends. Employees who can adapt to new technologies can respond to challenges and drive necessary changes without wasting crucial time.

## ATTRACTIVE EMPLOYER BRAND

Employees who have meaningful work and ongoing development opportunities not only stay engaged, but also become more valuable as they expand their capabilities. In addition, they're more likely to advocate for your company. This strengthens your employer brand, attracting and retaining top talent and driving bottom-line results.

# OUR EXPERIENCE FOR YOUR CONSIDERATION

## EXPERTISE

Right Management provides tailored solutions to assess, develop and transition talent, with expertise in organizational effectiveness, individual development and career management.

## GLOBAL REACH

Provides services in over 80 countries worldwide.

## CLIENTS

We work with businesses of all sizes spanning a full range of industries. Clients include more than 80% of the Fortune 500 and more than 70% of the Fortune Global 500.

## BACKGROUND

Established in 1980, Right Management offers 35+ years of expertise in career management and talent strategy.

More than 3 million people successfully transitioned and developed in that time, with a 96% candidate satisfaction rate.

## REFERENCES

Right Management is a part of ManpowerGroup, a world leader in innovative workforce solutions. Our global resources and expansive knowledge of workforce trends informs our approach.



## MANPOWERGROUP AWARDS

- Ranked No. 1 in the industry on Fortune's list of the World's Most Admired Companies
- Named on Ethisphere Institute's World's Most Ethical Companies list for four consecutive years
- Listed on the FTSE4 Good Index Series for six consecutive years
- Our commitment to diversity at the highest level has been recognized by the 2020 Women on Boards Campaign for having at least 20% of its board comprised of women

## JOIN THE CONVERSATION ONLINE

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## ManpowerGroup®

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible:

[www.manpowergroup.com](http://www.manpowergroup.com)



## ManpowerGroup® Solutions

ManpowerGroup® Solutions is a global leader in outsourcing services for large-scale recruiting and workforce-intensive initiatives. Our offerings include Recruitment Process Outsourcing, TAPFIN-Managed Service Provider, and Talent Based Outsourcing. Facing increasingly complex challenges, our clients rely upon our innovative workforce models and outsourcing solutions to deliver measurable results and business success.

[www.manpowergroupsolutions.com](http://www.manpowergroupsolutions.com)



## Experis® ManpowerGroup

Experis® is the global leader in professional resourcing and project-based solutions. Experis accelerates organizations' growth by intensely attracting, assessing and placing specialized expertise in IT, Finance and Engineering to precisely deliver in-demand talent for mission-critical positions and projects, enhancing the competitiveness of the organizations and people we serve. Experis is part of the ManpowerGroup® family of companies, which also includes Manpower®, ManpowerGroup® Solutions and Right Management®.

[www.experis.com](http://www.experis.com)



## Manpower®

Manpower® is a global leader in contingent staffing and permanent recruitment. Through our expertise in talent resourcing and workforce management, we provide rapid access to a highly qualified and productive pool of candidates. In this constantly shifting world, our flexible workforce solutions provide companies with the business agility needed to succeed.

[www.manpower.com](http://www.manpower.com)



## Right Management® ManpowerGroup

Right Management® is the global career and talent development expert within ManpowerGroup®. We help organizations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career management and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35+ years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries.

[www.right.com](http://www.right.com)