

PERSONALISATION OF TRAINING & CAREER DEVELOPMENT

- Organisations **are trying to build change into the natural employee career cycle**. This could amount to a manager and their employee planning out the next year in order to springboard that person into their next opportunity. This can **also boost a company's reputation and provide a long runway for training a replacement**.
- Mike Bechtel, chief futurist at Deloitte, predicts “There’s increasing gnashing of teeth over the last couple of years over the mythical ‘rock star’ [employee],”. **Hunting for deeply specialised workers is time and effort intensive** — and they’re expensive to hire. Instead, companies will **shift those resources to in-house training**, and will increasingly see employees’ desire for variety as a feature, not a bug.
- Approaches include rotate through different roles, or split their time in ways that meets both their interests and the needs of the company.
- FT: [2023 workplace trend: Personalised employee experience](#)