

The Future Workforce: Succession planning through early career talent



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MY OWN JOURNEY

DECEMBER 2014

Moved into role helping build Crew – recruiting, training, support



JANUARY 2018

Took new role helping our clients architect early career solutions

JUNE 2013

- Attended Crew new associate foundational training
- Started work as technology project analyst consultant at Target
- Leaned heavily on manager and mentor to figure out what the heck was going on





NOW

Realized we have a tremendous opportunity to leverage early career talent in succession planning and leveling up entire teams

RETIREMENT CLIFF: NOW

4 million retiring annually through 2027



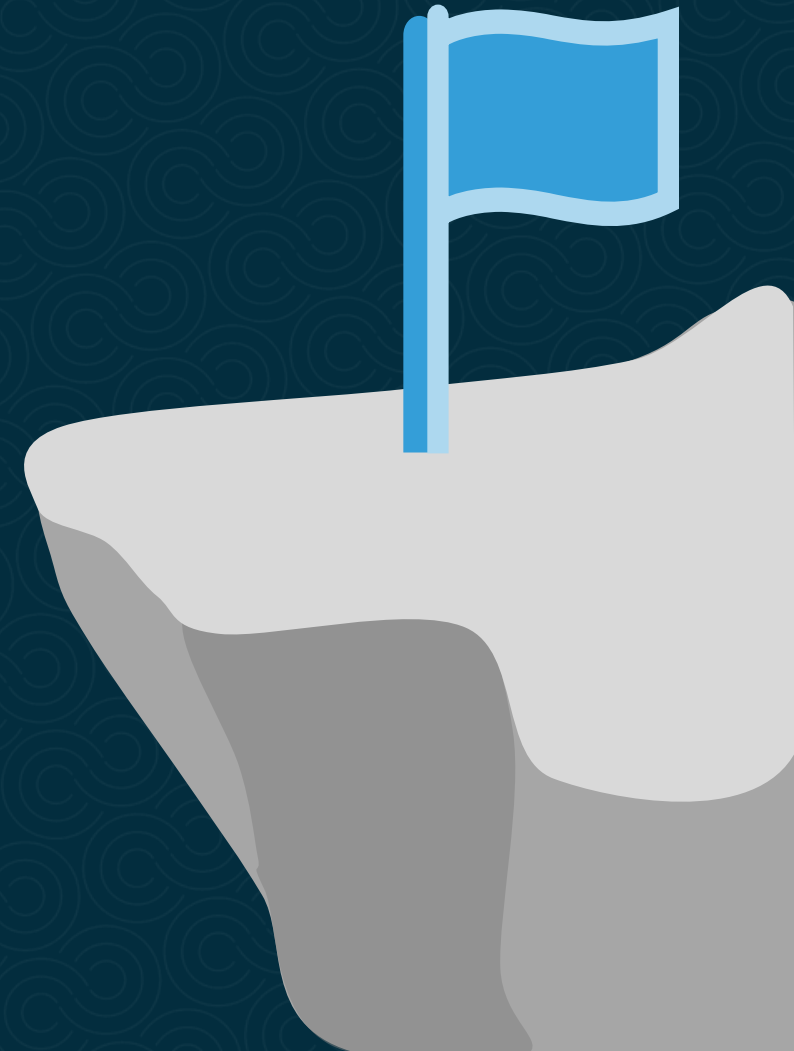
Unlocking the potential of early career talent: an investment, yes, but an extremely high ROI

ESTABLISHING YOUR OWN EARLY CAREER CULTURE

»» Be intentional about carving out space for early career talent

»» Think differently about resumes

»» Start out on the right foot



determine

WHEN AND WHERE





STOP BEING
SO PICKY
about the
RESUME



HUMILITY



CURIOSITY



ENTHUSIASM



CONTEXT & MENTORSHIP

CONCLUSION

- ✓ Be intentional about when and where you can engage with junior talent (go on, give them a chance!)
- ✓ Embrace humility, curiosity, and enthusiasm over resume
- ✓ Provide context for their work

Let's connect!



in LYDIA BENGHE CLOETER

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Thank you!

