

Land O' Lakes Finance Career Planning Program



Challenge

Developing talent and capability within the Finance Department is critical to the current and future success of Land O'Lakes. Management expects every employee to be actively engaged in developing his or her career path. Management provides a Finance Talent and Career Development Process to help employees achieve this goal.

The Finance Talent and Career Development Process is captured in a document that is over 100 pages. Employees found this document cumbersome to use. They have found it difficult to find the exact information they are looking for.

Solutions

KDG InterActive created the Career Compass Online Toolkit to assist the employees to more conveniently "Navigate" their finance career. Unlike the printed document, the Career Compass utilizes page links to quickly access related information, eliminating the need to page back and forth in a printed document.

Interactive forms are implemented that allow the employee to choose what Finance Family they belong to and what Position Level they are at. After making these choices using a drop down menu, the Standard Position Titles for that specific combination are displayed.

Also displayed are the specific Technical/Functional Competency Expectations (Mastery, Advanced, Intermediate, or Basic) and General Competency Expectations (Outstanding, Fully Contributing, or Needs Development). Beside these expectations are drop down menus for the employee to perform a self-assessment. Once completed, the form can be printed in a format that is identical to the form found in the printed document.

The program also has an interactive Map Your Career page that allows the employee to place different icons on a grid representing the different positions held at Land O'Lakes. The employee can enter notes on each position they held and then print their customized Career Map.

Many electronic forms are included for the convenience of the employee including an Interest Questionnaire, Employee Career Profile form, an Individual Development Plan form and Performance Feedback Forms.

Flexible

Powerful

Interactive

Easy to Use