

Growth & Leadership Coaching

To engage, develop & retain your employees

The Challenge

What keeps workers happy? Published research says it comes down to being understood, valued and energized and having a sense of purpose and belonging.

Unfortunately, today's environment is full of discontent: 39% of surveyed workers are unhappy at work and 60% have looked at new career opportunities.



ANNUAL QUILTS > 20%

*Each Year Since 2015**

Despite pay increases, hiring bonuses and a creative variety of other efforts, employers face historic challenges not only in recruiting workers, but also in preventing quits, which reached a record high of over 30% in 2021. As a result, retention strategies have become more important than ever.

NextJob's Solution

NextJob provides one-on-one personalized coaching, group coaching, webinars and an online learning system to help HR departments support their employees.

NextJob's coaching not only helps employees grow in their roles and as leaders, it also helps them feel more valued and supported by their employer - key factors in improving employee engagement, wellness and retention.

The end result is a measurable increase in employee satisfaction, performance and retention.

Growth & Leadership Coaching



Connection. NextJob helps employees identify and grow their personal and career connection by:

- Assessing personality, passions, talents and values and finding connection to their work
- Identifying personal strengths and skill gaps and developing matched strategies
- Discovering opportunities for self and career growth in their current role and organization



Development. NextJob helps employees identify and build skills to navigate their career path in an organization by:

- Assessing, developing and expanding different intelligences, including emotional intelligence
- Identifying and developing transferable skills that can be leveraged in new opportunities
- Finding and navigating training options to fill important career path skill gaps



Leadership. NextJob helps leaders and emerging leaders achieve their personal potential by:

- Developing leadership competencies that engage and inspire others, even in challenging times
- Optimizing interpersonal skills that help them better relate to managers, co-workers and customers
- Identifying personal blind spots and developing resilience strategies to improve performance

Targeted Coaching Outcomes

Productivity & Satisfaction

- Increased skills and a renewed focus on impacting team goals
- Leaders who are better equipped to manage, engage and inspire their teams
- Greater team member satisfaction derived from better day-to-day performance

Competencies & Career Growth

- Better career-pathing leading to proactive skills development and career navigation that prevents a perceived dead end from becoming a quit

Employee Retention & Promotability

- Improved engagement stemming from one-on-one attention that leads to long-tenured employees
- Increased opportunities to promote from within and maintain a workforce steeped in company culture and familiar with operations

Menu Of Services

NextJob's menu of customized career growth services offers something for every level of employee and is customized for each team member's opportunities and goals:

- **1:1 Advanced Coaching** – designed for leaders, upper level employees and strategic contributors
- **1:1 Growth Coaching** – crafted for emerging leaders and high potential employees
- **Small Group Coaching** – a hybrid model of group sessions followed by 1:1 sessions for employees with similar development goals

NextJob also offers an interactive career growth webinar series to engage a broader group of employees.

To learn more about how NextJob's career growth services can help you engage, grow and retain your employees, contact us at:



www.nextjob.com
info@nextjob.com
877.290.7888



"Self-improvement can be both a hobby and a lifelong pursuit. Having a fresh set of eyes being able to coach me was so helpful.

Our coaching time together has impacted my whole life and I will forever be grateful."

- **Monika, Nike Employee**
[Monika's Story \(1.3 mins\)](#)



"If your team is not happy and engaged, they're not that productive and may leave.

NextJob helps to develop the team members' goals and direction and as a result, our team has become a shining example of how to keep employees engaged!"

- **Jon Osborne, Nike Sr. Director**
Apparel Product Innovation
Overseeing 160 Team Members