



# **Internal career mobility @ Progress**

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**BAUH conference – May 2019**



# Career Mobility?



**Oldie but  
Goodie:**

**Retention**

**Career  
development**

**Culture**

**Why is it valuable?**

*Transformation is in our source code: “You’ll have the opportunity to help us reinvent every day, and reinvent yourself. You can change teams, roles, products you work on or technologies as you learn and level up your skills and experiences.” , **Progress EVP***

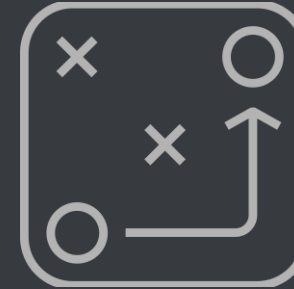
*“At Progress, we believe that our career development is similar to climbing a wall. You have more than one route to follow, and you choose the path that will make you feel the most accomplished.” ,  
**Amplify – Talent Management Program***

*Challenge The Ordinary <-> Invent Boldly, Reinvent Rapidly <-> Run Lean –  
**Progress Maxims***

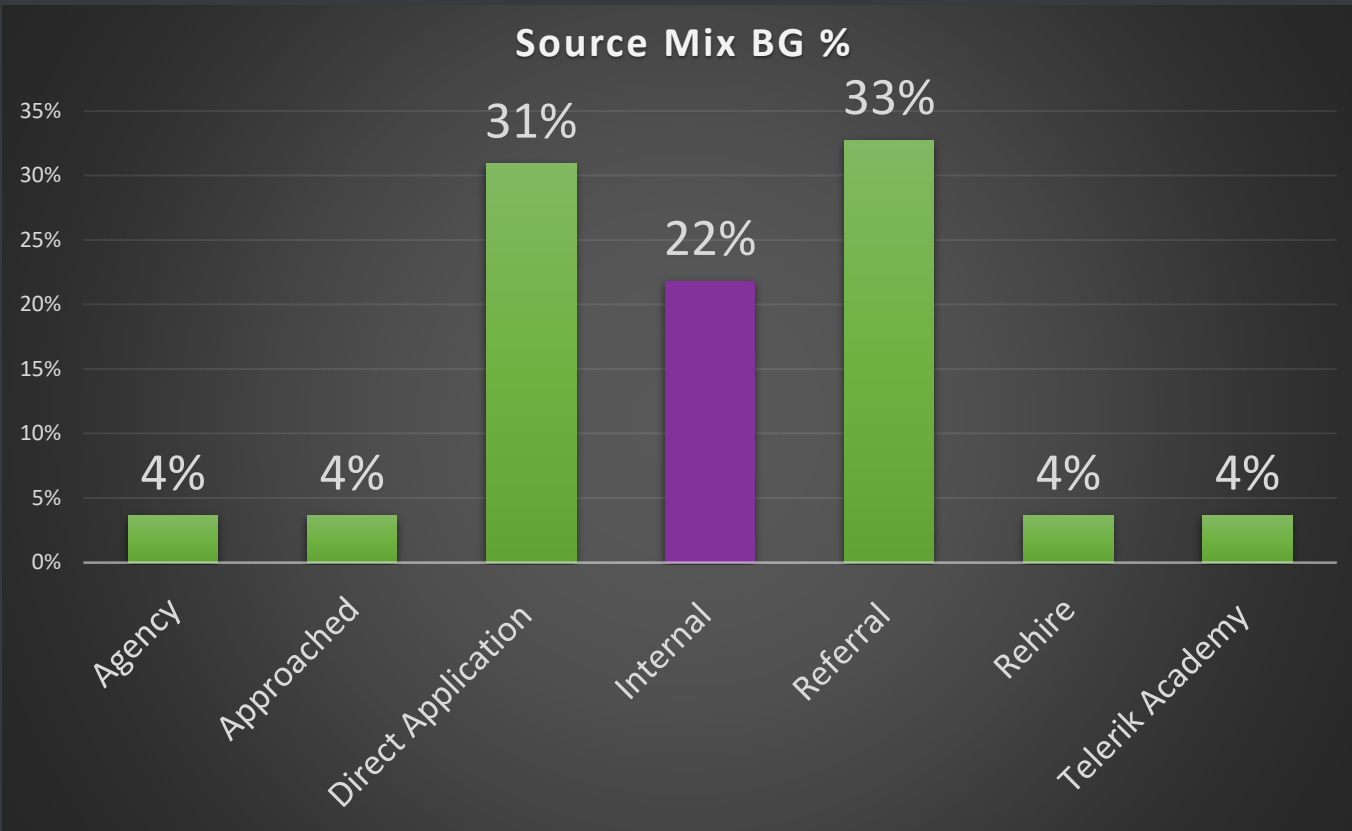


**Push**

**& or VS**



**Pull**

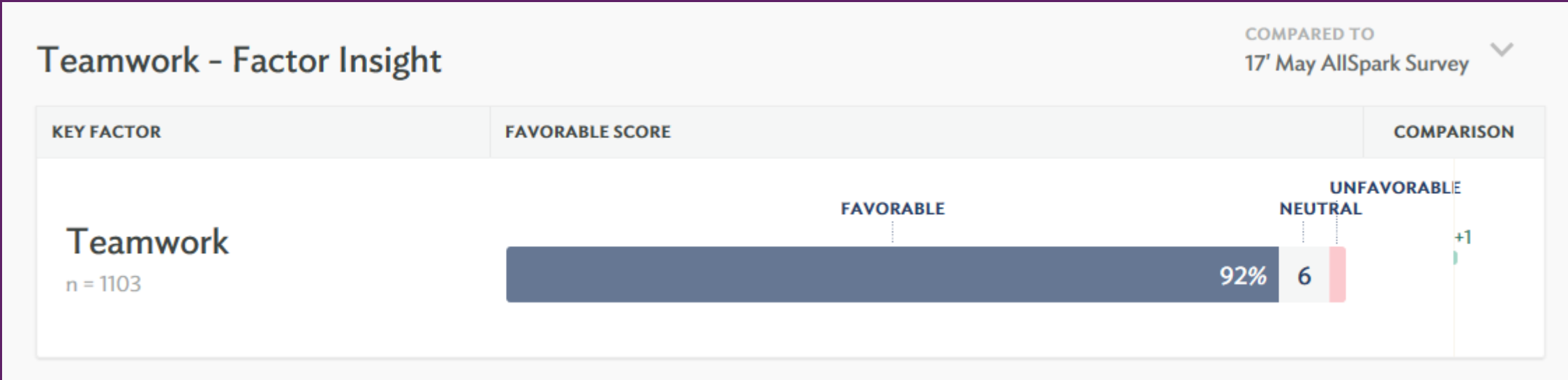


Career Mobility - 5.33% of the total BG workforce

58% - changed job function

6 - people moved to create new teams

# A Blessing And A Curse?



# Invent Boldly – Reinvent Rapidly

## Learnings

- 1. Clear contracting – prioritization and transition between managers**
- 2. New employee onboarding even for internal hires**
- 3. Flexibility of one policy depends on flexibility on others**

## What's ahead

- 1. Spread your awesomeness – internal channel**
- 2. Own your career – workshop for employees**
- 3. Fine balance - Inclusion and Diversity**
- 4. Know your way - Career Journey Maps**





**Thank you!**

**Happy to connect:  
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