

Career Architecture

Identify the talents required for success and create clear career paths for development.



What is Career Architecture?

Career architecture is a thoughtful, systematic approach to organizing job roles and visually depicting career paths. The knowledge, skills, and abilities required for success and movement at a company are clearly defined. The framework is transparently communicated across the business to improve the workforce experience.

Why is Career Architecture Important?

The workplace – and the workforce – isn't what it used to be. Success is no longer a straight up corporate ladder climb. Today's changing world of work requires the customized, multi-directional career paths characteristic of Career Architecture so that individuals, teams, and companies can achieve strategic flexibility, foster versatility, break down silos, and sustain high performance.

Career architecture is essential because it gives companies an objective way to manage and grow their teams. Clear role definition ensures that each employee has the same opportunity for growth, comparable compensation, and equal responsibilities — regardless of which department they're in. It provides a sound foundation for making strategic decisions, managing roles, compensation, career development, promotions, and aligning people with the organizational strategy.



The Benefits of Career Architecture

A consistent career architecture benefits the company and its employees. Having a common language for job role responsibilities and career paths across the organization builds trust, loyalty, excitement, and enthusiasm with leaders and valued team members alike. Career architecture improves role clarity and demonstrates a company's commitment to both investing in – and providing meaningful growth and advancement opportunities for – their people. It identifies current talent gaps and future needs. It drives a culture of internal growth and mobility. It strengthens compensation strategy and improves workforce planning. It motivates behaviors that align with business strategy. Most importantly, career architecture promotes employee confidence and loyalty because the company is investing in their development.

How to Create a Solid Career Architecture

Once you have a job and pay structure in place, career architecture is the next step to providing clear guidance and setting expectations for your employees' development.

CompTeam focuses on these four key areas:

1 Visualizing multi-directional career paths.	2 Clearly defining what it takes to succeed at the organization and move from role to role.
3 Mentoring managers to guide their people through the process for a smooth initiative roll-out.	4 Transparently communicating the framework across the organization.

Is Career Architecture Right for your Business?

If one or more of these situations apply at your organization, it may be time to re-examine your career architecture:

- ✓ Is your existing career architecture outdated or misaligned?
- ✓ Is your workforce management reactive rather than proactive?
- ✓ Is your talent management technology being implemented or updated?
- ✓ Are substantial changes being made to your organizational structure to support business needs?
- ✓ Are you redesigning your compensation programs?
- ✓ Are you experiencing growth, consolidation, or Merger and Acquisition event?



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Let CompTeam help!

If you don't have a sound career architecture in place, and you want to create clear paths to success at your company, [schedule a free consultation](#) today, call 925-596-0147 or email sam@compteam.net.

Engage, energize and elevate your employees and your company.