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Right Person, Wrong Role: New Research from Right Management Finds One in Five People are in the Wrong Role

RightCareer - Right Management's New Career Platform - Enables Companies to Offer Personalized Online Career Development to Achieve Right Person, Right Role

MILWAUKEE, Oct. 24, 2017 /PRNewswire/ -- One in five people are in the wrong role, jobs they are not motivated by, engaged with or productive in, according to new research released today by Right Management, ManpowerGroup's global career and talent development expert (NYSE: MAN). Based on interviews with more than 4,600 people across 20 countries, Right Management found companies need to invest in career mobility and help employees develop their skills and gain valuable experience in ways that suit them (online, in-person and on-the job) to boost engagement and productivity. Adopting a high-tech, high-touch approach combining coaching with innovative technology will help match people to the right positions resulting in a 40% increase in engagement with a knock-on-effect on performance.

Read the report in full here: www.right.com/rightperson

"Making sure you have the right people in the right roles is a proven way to boost engagement, productivity and the bottom line," said Mara Swan, Executive Vice President, Global Strategy and Talent, ManpowerGroup and Global Brand Lead for Right Management. "Wrong for the role doesn't have to mean wrong for the organization. The best companies to work for are implementing high-tech, high-touch, personalized career development strategies. Online training and assessments that come with always-on capability and real-time career-coaching is how they're retaining and rewarding their brightest and best and filling their talent pipelines for today and tomorrow."

Right Management's new *RightCareer* platform is designed to help companies position themselves as employers of choice, providing 24x7 online, personalized career development solutions supported by real-time coaches.

The *Right Person* report recommends seven practical steps for organizations to introduce an effective Career Development strategy that will attract, engage and retain the brightest and best:

1. **Educate:** Coach leaders to provide Career Management guidance aligned to business goals.
2. **Attract:** Use employer branding and workforce development to attract top-talent
3. **Retain:** Have high-touch Career Conversations and use high-tech tools to enable development, create a learning culture and encourage career mobility.
4. **Engage:** Keep employees engaged and productive by providing ongoing career coaching and opportunities to upskill.
5. **Redeploy Talent:** Offer easy access to open internal positions and opportunities for career mobility within your organization.
6. **Plan For Future Talent Needs:** Plan ahead and leverage tools to stay up to date with new HR, talent and technology solutions as they emerge.
7. **Develop a Sustainable Leadership Program:** Identify high potential talent and prepare them to take on leadership roles.

To find out more about the report findings and Right Management's RightCareer Solutions, visit www.right.com/rightperson

For more information about Right Management visit: www.right.com

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About Right Management

Right Management is the global career and talent development expert within ManpowerGroup®. We help organizations become more agile, attractive and innovative by creating a culture of career development and learning that nurtures future

talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35+ years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands - Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions - creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com



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