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## Two-Thirds of Managers Need Guidance on How to Coach and Develop Careers

MILWAUKEE, March 11, 2015 /PRNewswire/ -- North American employees report two-thirds of managers fail to actively engage in their career development, according to a poll by [Right Management](#), the global career experts within [ManpowerGroup](#) (NYSE: MAN). As talent shortages persist and employee retention becomes increasingly important, employers have an opportunity to make career development a priority by enabling their managers to coach and mentor their teams, advises Right Management.



"High-performing talent is a competitive differentiator, and organizations should be doing everything they can to build the careers of their top talent to keep them engaged and onboard," said Bram Lowsky, executive vice president of Right Management. "A culture of career development begins with giving managers the skills they need to have career conversations with their employees on an ongoing basis. Individuals are more likely to stay when they have good leaders that understand their career goals and want to help them achieve them."

According to the poll, only 17 percent of employees report their managers are actively engaged in their career development, while 15 percent say their managers are sometimes engaged. Sixty-eight percent of managers are not engaged in their employee's career development.

### Is your manager actively engaged in your career development?

Yes	17%
No	68%
Sometimes	15%

Right Management provides expertise in aligning an organization's talent strategy with their business strategy and helping individuals develop their careers.

Right Management surveyed 616 employees in the U.S. and Canada via an online poll that ran from Jan. 5 through March 3, 2015.

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