

Improving career conversations and talent mobility at Moët Hennessy



The Challenge

Moët Hennessy is a leading global producer and marketer of luxury spirits, wines, and champagne. The company has gone considerable expansion recently because of strong growth in recent years. To support the effective implementation of a new performance and career planning process and improve staff retention and engagement, a need for enhanced career coaching skills among managers was identified. The company also wanted to elevate the support provided to their key mobility talent who had been identified through a nomination process as requiring an appropriate career move in the next couple of years.



Our Solution

In collaboration with the Europe Talent Team, we designed a strengths-based talent mobility process involving a strengths-assessment, a reflective exercise, and a strength coaching session. This was focused on helping those in the pool to gain deeper self-awareness of their strengths, career motivations and values and how they could align these with their development opportunities and next career move.

In addition, we designed and customized a Meaningful Career Conversations Masterclass for managers and leaders across the region to attend on a voluntary basis to develop their competence and confidence to deliver high quality career conversations and support their team's career progression.



Outcome

All managers attending the Career Conversations Masterclass rated it as **very effective or extremely effective**. Participants reported that it had **provided them with excellent insights, career tools and skills**, including a lot of tips & tricks to support and empower people to thrive in their career. They also found the session to be pragmatic, engaging, and inspiring.

All of those in the Talent Mobility Program found the assessment and strengths-based career very effective with everyone saying that they would strongly recommend their coach to a friend or colleague.

The TalentPredix assessment was regarded particularly positively. This positive sentiment is summarised well by a quote from one manager who said: **“I would highly recommend this to others. It feels very future focussed versus other tools I have used before which I really enjoyed. It had a high level of accuracy and feels very relevant/modern/of our time.”**

Another said: **“The strengths profile report is well designed and structured. Easy to read and digest, it is a precious guide that will help me in paving the way for my next moves. I found the coach very supportive and helpful and was impressed by how she addressed the most important steps of the report in a delicate, smooth, and natural fashion.”**

The Head of Talent said that she has also received extremely positive anecdotal feedback from participants and managers on both projects we have delivered to the company to date. Based on the feedback and impact, she plans to expand the talent mobility program in 2024 and offer additional masterclasses.



It was a great session with inspiring conversations that will help me a lot in my current role. The tools and frameworks provided in the session were extremely effective in helping me understand how to conduct more meaningful career conversations and understand what I need to support my team's development.

Marketing Manager

Moët Hennessy