



## Unleashing thriving careers and meaningful career progression at Samsara EMEA with strengths-based career development



### The Challenge

Like most players in the highly competitive and rapidly growing global tech sector, Samsara – a leader in the field of physical operations technology, including the Internet of Things (IoT) – faces an ongoing battle to attract and retain top talent.

The company is acutely aware of the key role career development plays in ensuring a motivated and satisfied workforce. In order to address this, Samsara EMEA decided to design and implement organisation-wide career development program that would empower its people and increase their work satisfaction and engagement. A key requirement of the program which was regarded as essential to its success, was that it would promote career development without making it mandatory. It also had to be as engaging for remote workers as it was for those working on-site.

Samsara EMEA therefore approached TalentPredix for assistance in achieving these goals.

**EXTERNAL  
LEARNING SOLUTION  
OF THE YEAR**

**2024 FINALIST**





## Our Solution

TalentPredix worked with Samsara's EMEA HR and Talent Team to design and deliver a customised, engaging, and inclusive program that would enable managers and employees to identify and optimise their strengths; promote ownership and mastery of their own careers; and shape their individual development to facilitate their career progression. In short, the goal was to enable and empower employees to develop and thrive within the organisation.

This was achieved by using TalentPredix's practical and immersive exercises that help employees find ways to discover and amplify their natural strengths, improve on their weaknesses, push their limits, and go beyond their comfort zones, all with the ultimate goal of advancing their careers. An additional module designed to build skills such as high-quality career coaching, constructive feedback, encouragement, and individualised career support was provided for managers. From March 2022 until September 2023, six programs have been delivered and the program continues to be offered quarterly to ensure new hires also benefit from it.



**Powering Samsara's growth means powering the growth of all Samsarians by enabling them to take ownership of their career journey and be intentional about how they engineer their individual career experiences and daily growth. The career development program is designed to ignite exactly that...and it's proved quite explosive!!**



**Jesper Helt**

Head of People, Samsara EMEA



## Outcome

The program has had a markedly positive impact, with employees reporting **increased satisfaction with career support and development opportunities**. In addition, managers gained the skills and confidence they required to conduct meaningful career conversations. Perhaps one of the most noteworthy aspects of the program's roll-out has been the fact that **55% of program participants have either changed their roles or been promoted within the organisation** – key talent has thus been retained.

Other outcomes include:

- ✓ Feedback data since the program began clearly indicate that on average, **participants have found the program modules to be “Very Effective” and the exercises and tools provided to be “Very Useful”**.
- ✓ Samsara EMEA's engagement scores **improved by 0.8 points (11%)** following the career workshops, surpassing scores achieved in its North American offices.
- ✓ The program **improved the quality of regular performance check-ins**, as highlighted by Samsara's Chief of Staff: “Quarterly performance check-ins referencing the TalentPredix™ strengths assessment report improves the productivity of those conversations. They can then also have coaching around strengths and weaker areas, which makes those conversations easier and builds more trust.”
- ✓ **Talent sharing and reduced talent hoarding have improved**, resulting in a more inclusive and transparent approach to career development.
- ✓ **Senior leaders have become firm advocates for the program** and continue to share their career journeys, thus helping to promote a culture of overcoming setbacks and optimising strengths.
- ✓ **TalentPredix continues to build internal capability**, enabling Samsara EMEA to deliver more training internally.

Overall, the program significantly improved employee engagement, career progression, and organisational culture, making Samsara EMEA an even more great place to work, an important attribute in the competitive tech industry.

