

ROTATION PLAN

Introducing a structured internal mobility initiative. It aims to enhance cross-functional expertise significantly. Our goal is to cultivate a versatile, future-ready workforce.

PROF.MANAVALAM

Why Employee Rotation? Unlocking Potential

For Employees

- Broadened skill sets.
- Accelerated career progression.
- Increased job satisfaction (90% reported).

For Organisation

- Enhanced knowledge transfer.
- Robust succession planning (for 15+ critical roles).
- Improved cross-departmental synergy.

This programme contributes to 15% higher employee retention.



Key Programme Objectives

Develop Leaders

Develop 10 future leaders annually for critical senior roles.

Improve Collaboration

Improve cross-departmental collaboration and communication by 25%.

Build Talent Pipeline

Build a resilient talent pipeline, reducing external recruitment costs by 15%.

Foster Innovation

Foster innovation by exposing employees to diverse operational challenges.

Programme Mechanics: How It Works

Key Aspects

- **Eligibility:** High-potential employees and Graduate Trainees.
- **Duration:** 4-6 months per rotation, 12-18 months total.
- **Structure:** Project-based, mentorship, structured feedback.

Process Details

- **Application:** Annual window (1st Nov - 30th Nov).
- **Selection:** Rigorous process.
- **Matching:** Personalised rotation matching.

Roles and Responsibilities



HR Talent Development

Programme design, candidate selection, overall coordination, feedback analysis.



Department Managers

Provide challenging projects, offer continuous mentorship, conduct performance reviews.



Participating Employees

Proactive learning, project delivery, active engagement in feedback sessions.



Senior Leadership

Strategic sponsorship, resource allocation, championing programme success.



Measurement and Evaluation: Tracking Success

80%+

Satisfaction Score

**Participant satisfaction
via post-rotation surveys.**

15%

Skill Improvement

**Average increase in 360-
degree feedback scores.**

30%

Internal Promotion

**Increase for programme
alumni within 12 months.**

20%

Project Success

**Improvement in cross-
functional project
delivery metrics.**

Evaluation is done through quarterly check-ins and comprehensive end-of-rotation reviews.



Conclusion: Investing in Our Future

The Rotation Programme is a strategic investment. It fosters continuous learning and internal growth. Enrollment for the Q1 2025 pilot cohort opens 1st November 2024. Contact [Your Name/Department] for more details.

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