



**LMC INTERNATIONAL INC.**  
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## **Career Coaching**

Key employees are often discouraged by limited opportunities in a flattened hierarchy and talent retention can become a critical issue. Employees participating in one-on-one coaching programs remain engaged, challenged and connected to the organization. The process encourages them to explore new opportunities and modes of contribution within the organization that allows them to achieve their career goals.

### **High Potentials**



Organizations that offer coaching to key employees who have been identified as having the right combination of skills, experience and personal attributes to contribute at higher levels and can broaden the organizational talent base.

### **Core Specialists**



Coaching core specialists who have high-demand, high-value skills sets that are not easily replaceable in the marketplace on how to increase satisfaction in their current positions can help organizations reduce turnover, especially in hard-to-recruit areas.

### **Valued Contributors**



Coaching valued employees to move into areas where their skills are better utilized, or employees who are eligible for retirement but want to keep working and find new roles, can help organizations secure continued contribution from this group.