Stanford eCorner

Exploring Career Customization

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Video URL: http://ecorner.stanford.edu/videos/2164/Exploring-Career-Customization

In pursuit of retaining the best industry talent longer, Deloitte Silicon Valley has adopted a flexible career customization program that allows its workers to match their career plans to their life stage. For example, team members may be willing to travel and work long hours at the dawn of their career, but prefer to maintain a more standard 40-hour week while pursuing a family or personal projects. Teresa Briggs, partner at the firm, outlines this new program's benefits and capabilities.

Transcript

You have to recognize that the needs for men and women over time become a little bit different in the workplace. And if you have a work place that can accommodate that, then you are going to retain people longer. And over time, we've adapted a philosophy that that's not just applied to women. It applies to everyone. And we are rolling out a program right now what we call mass career customization. What that is, it allows people to customize their career for the place that they are in, in their life. So in the beginning of your career, you might be ramped very high on willingness to work, zillions of hours, willingness to travel, whatever it takes, wanting to continue to accelerate your career. And you might hit a place in your career for a variety of reasons. You might be an author and you want to write a book or you might have a baby, or you might, you know, have an ill parent and you need to decelerate your career in some way. And we are allowing people to customize their careers based on what they need.

So if they need less travel, let's dowel down that on travel. If they are willing to except loss kind of you know upper mobility because they want to flatten hours a little bit, let's dowel down on the acceleration of their career. And so we are actually rolling that out right now while we are in the downturn and I do not see any of that changing. So thanks for the question.