



Do Secondments Work?

For you, your team, your organization?

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Do Secondments Work?

For you, your team, your organization?

- What Is A Secondment?
- Lessons In Secondment
- Conclusion

What Is A Secondment?

secondment

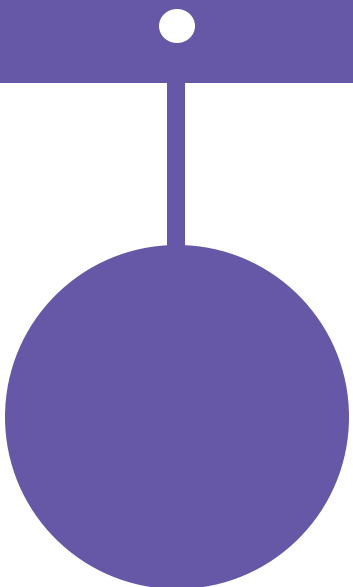
sɪˈkɒn(d)m(ə)nt/

noun BRITISH

the temporary transfer of an official or worker to another position or employment

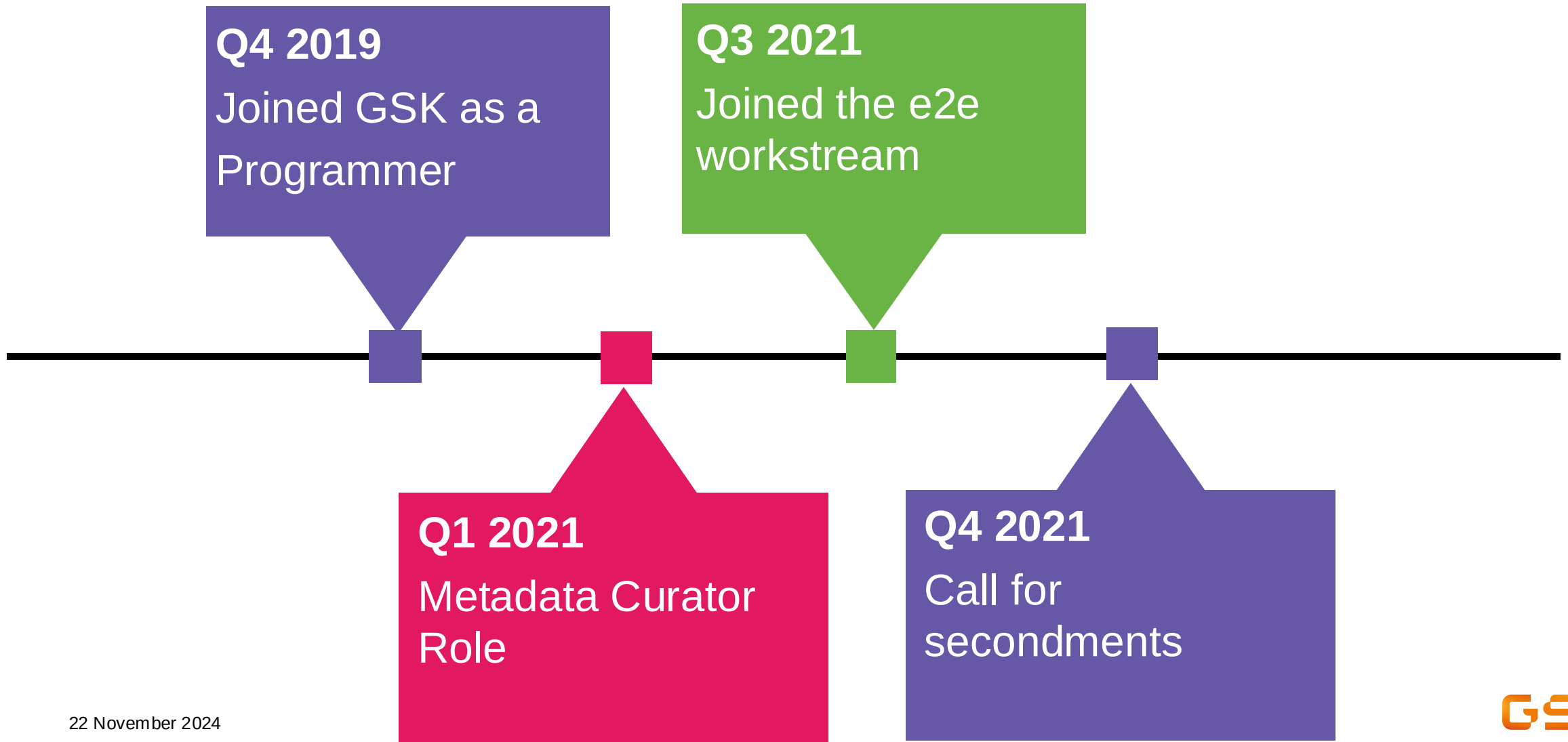
▶ Lessons In Secondment

LESSON 1 – BE PATIENT AND BE PERSISTENT



Lesson 1 – Be Patient And Be Persistent

A timeline

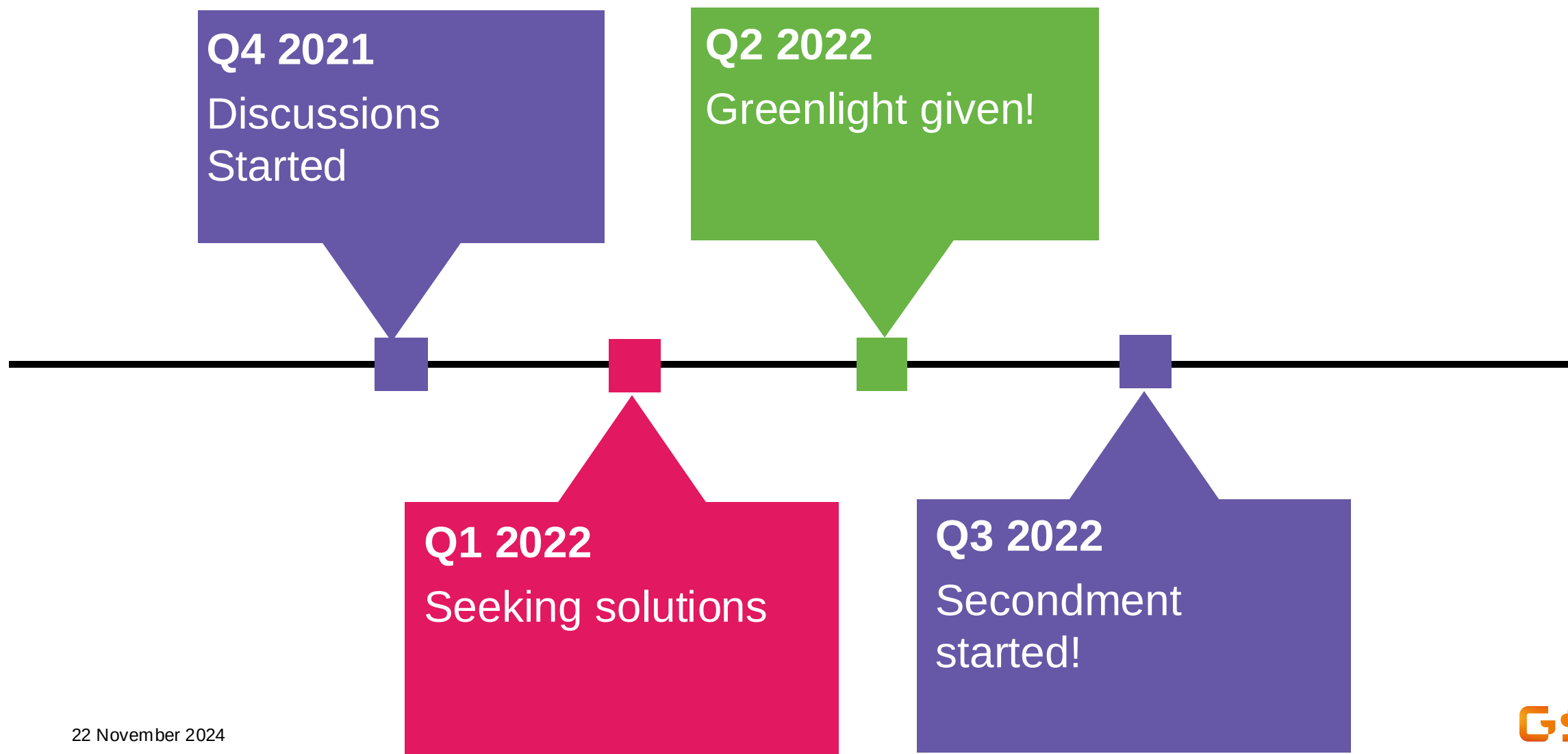


Applying For Secondment



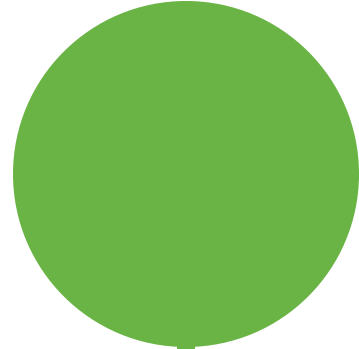
Lesson 1 – Be Patient And Be Persistent

The timeline continues

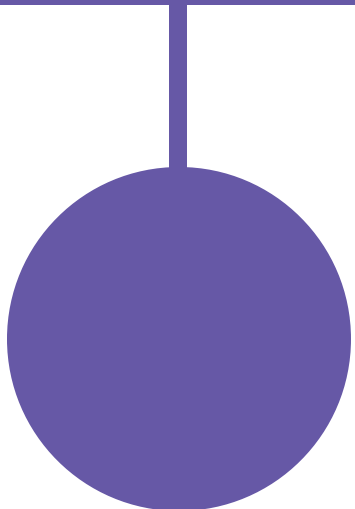


▶ Lessons In Secondment

**LESSON 1 –
BE PATIENT
AND BE
PERSISTENT**



**LESSON 2 –
A SECONDMENT
IS A CHALLENGE**



Conversations With Secondees

What drove you to apply?

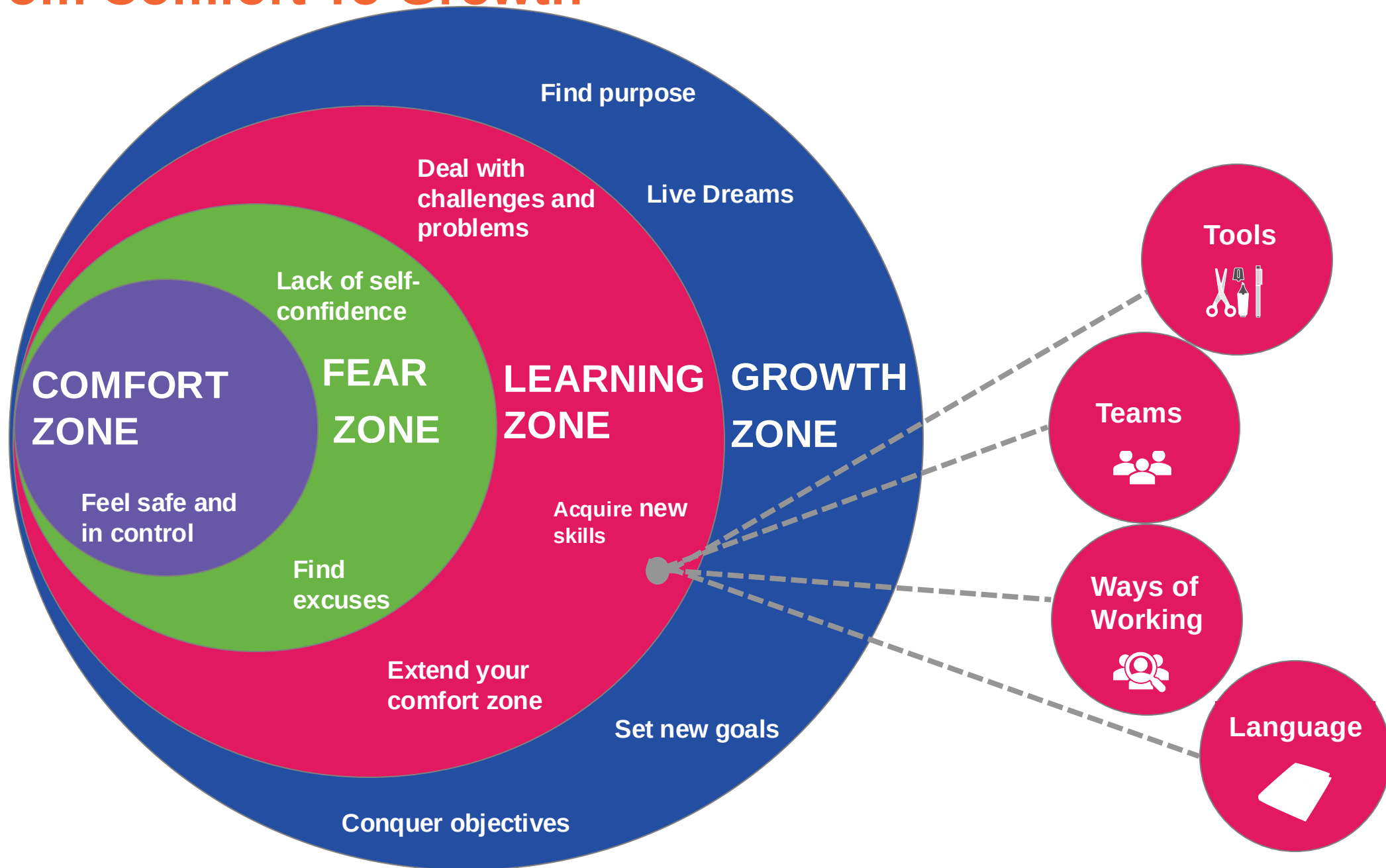
Challenge

Time for a
change

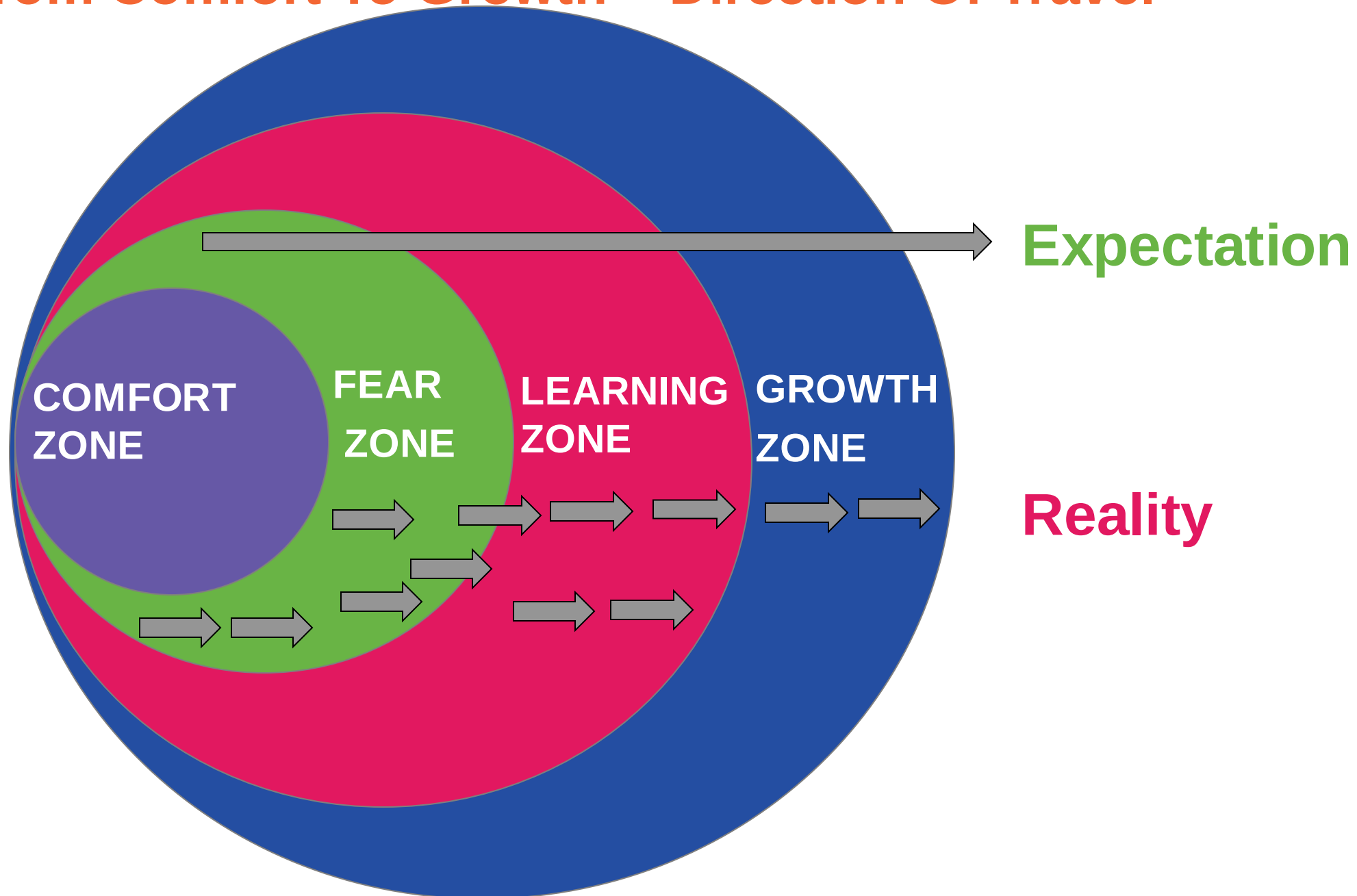
Development

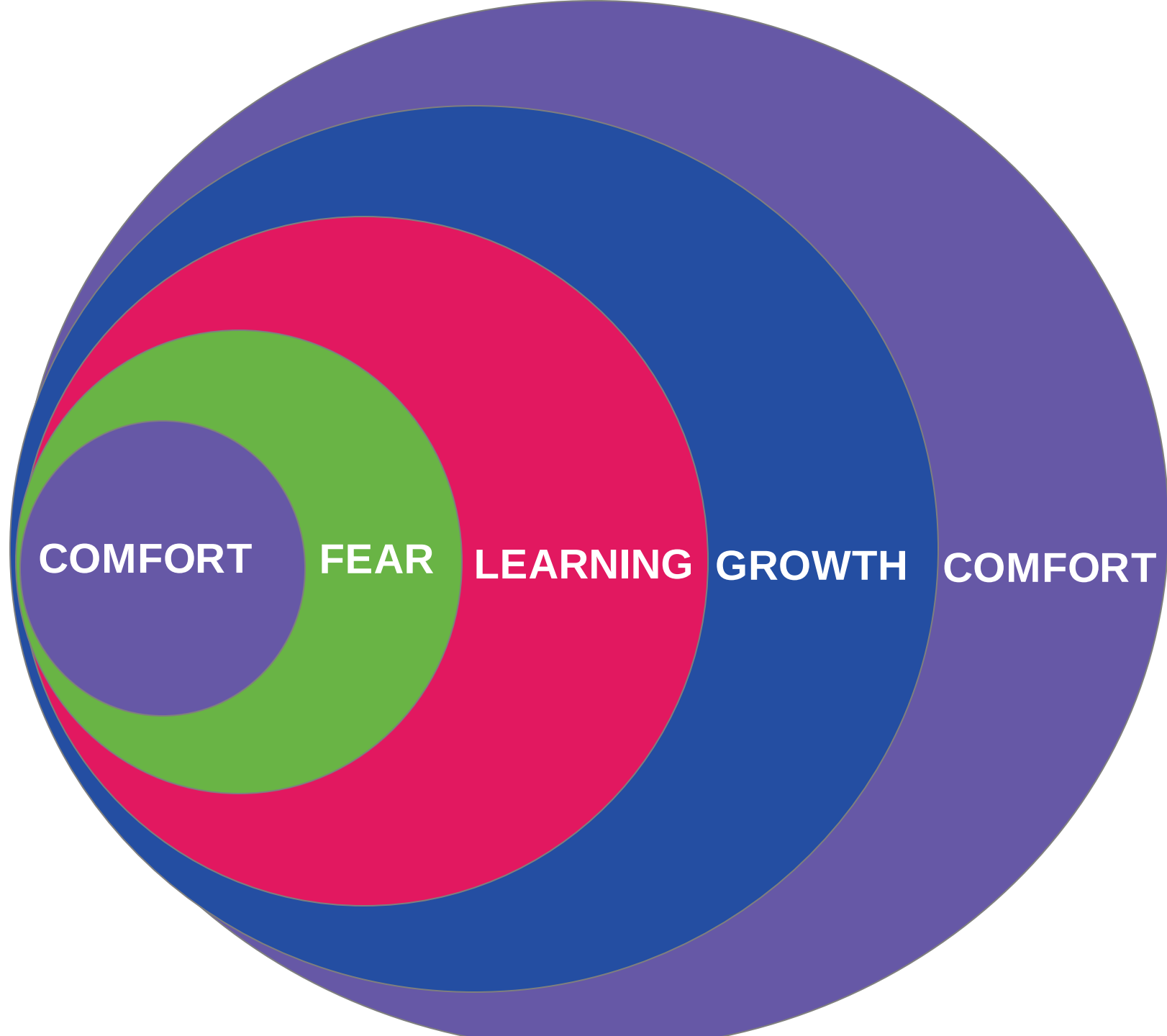


From Comfort To Growth



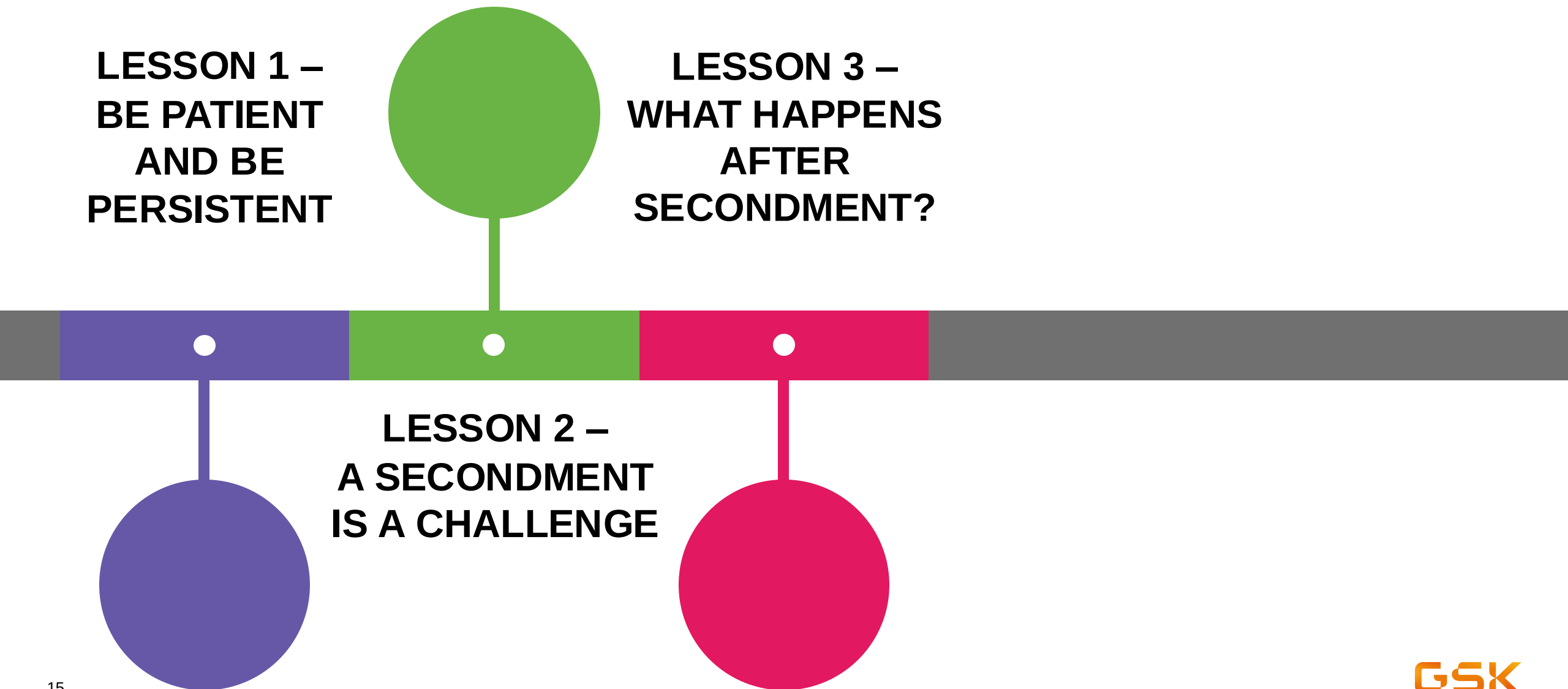
From Comfort To Growth – Direction Of Travel





What happens
when
you reach the
growth zone?

Lessons In Secondment



What's Next For Me?

It's natural to start to ask this

Continue or return to home team

How to discuss this?



Conversations With Seconddees

What next?

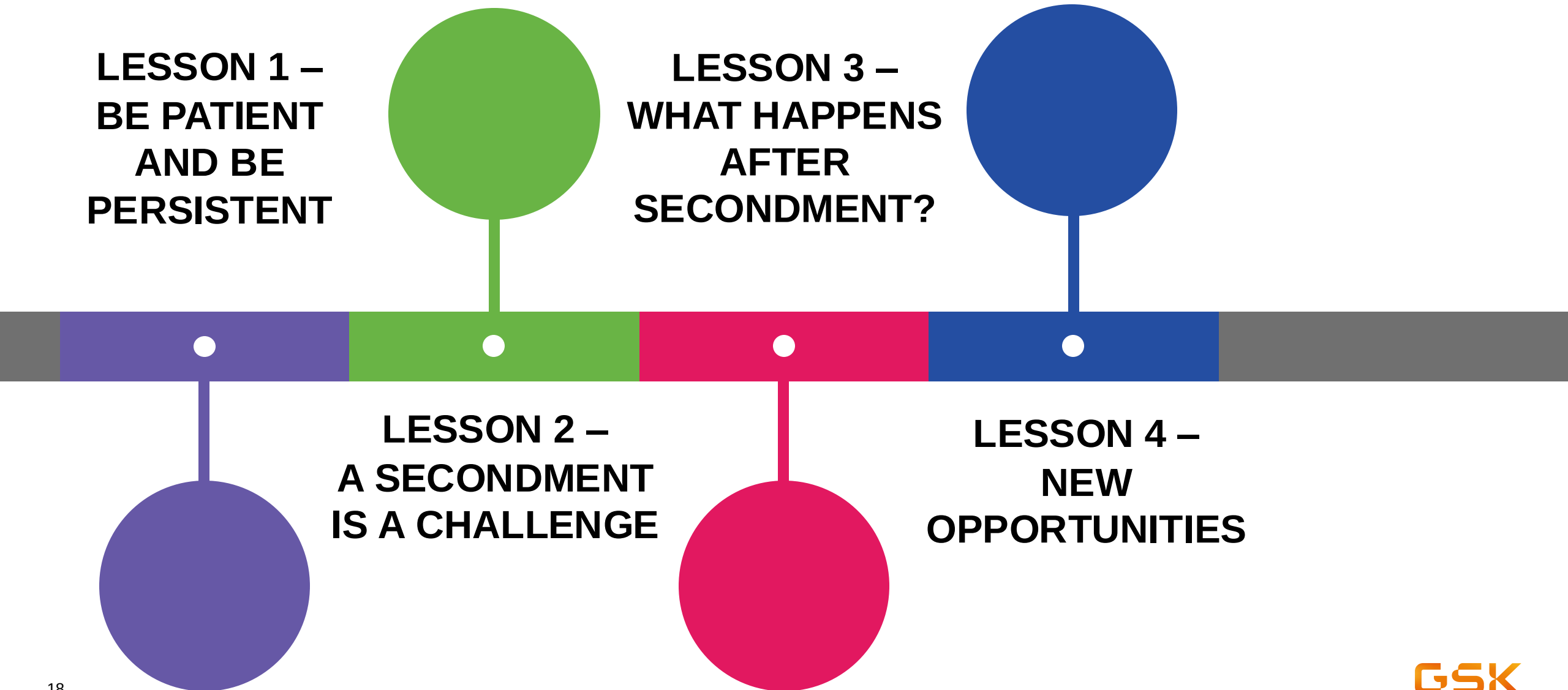
Perhaps
another
secondment?

Continue the
role in the new
team?

Return to home
team with lots to
share!

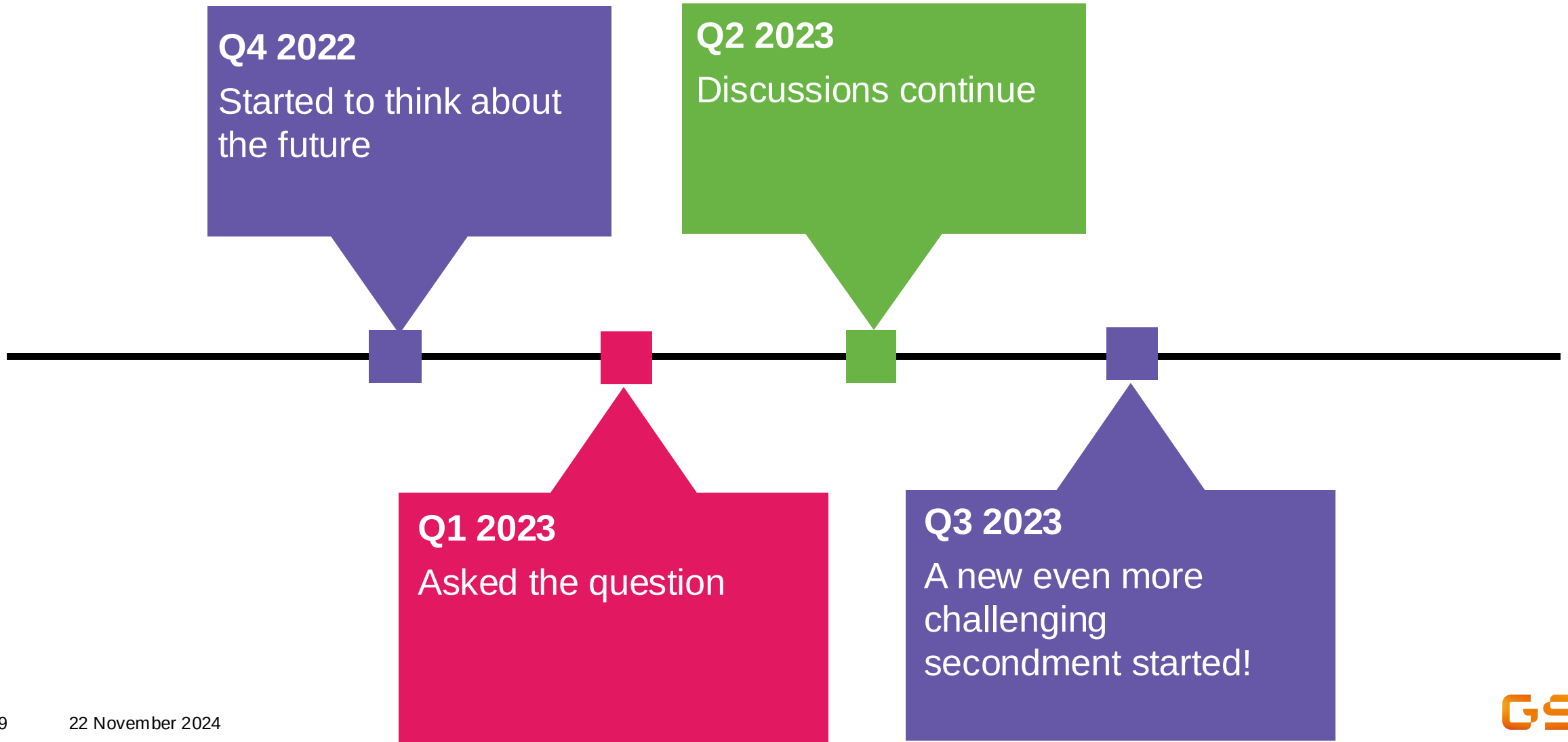


Lessons In Secondment

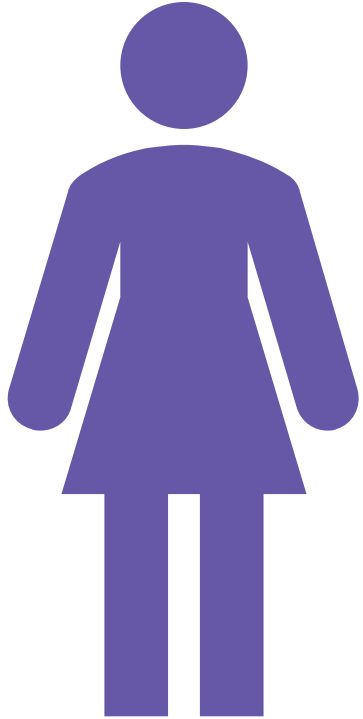


Lesson 4 - New Opportunities

The timeline continues



Secondment In Data Strategy & Management



6 months isn't long

Greater understanding of the process and new systems



Conversations With Line Managers

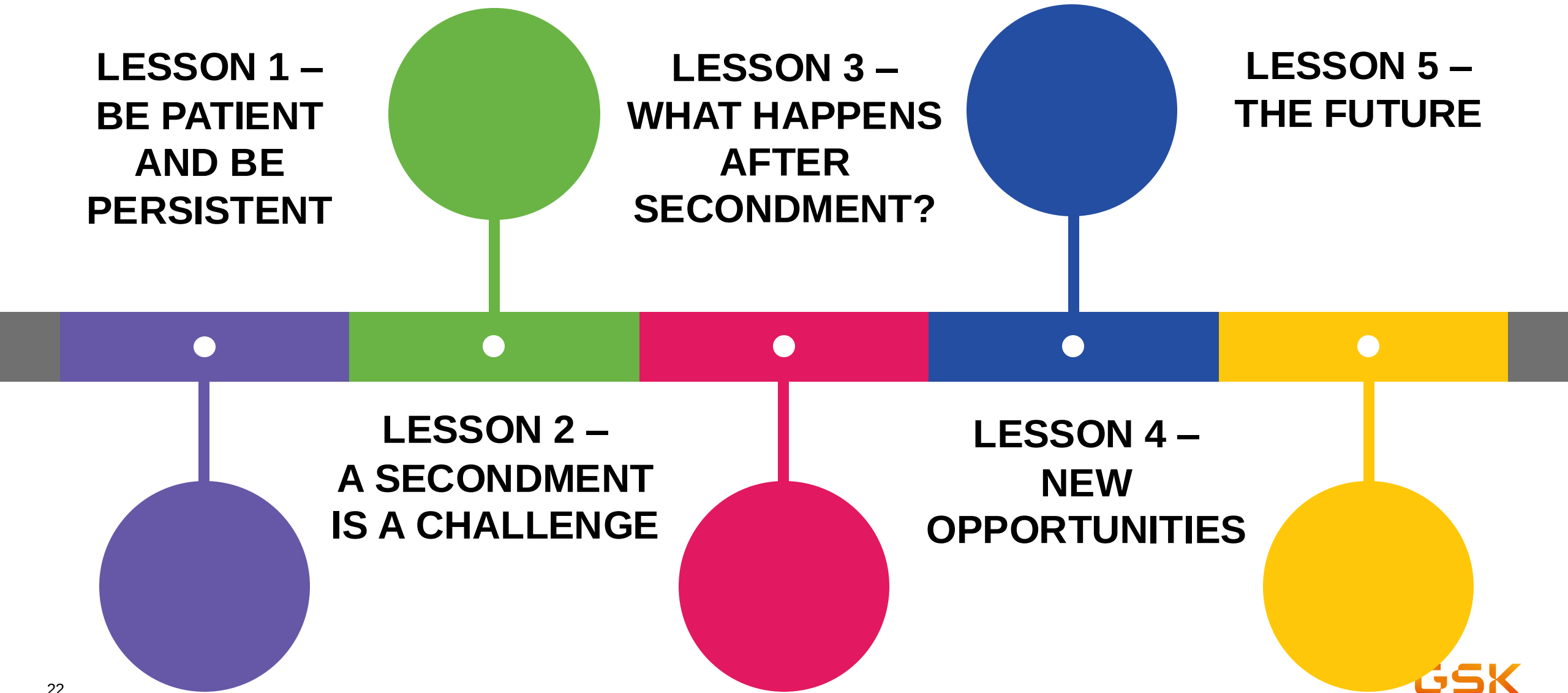
Understand
importance of
motivations

Realistic, truthful,
transparent

Learning &
development
opportunities

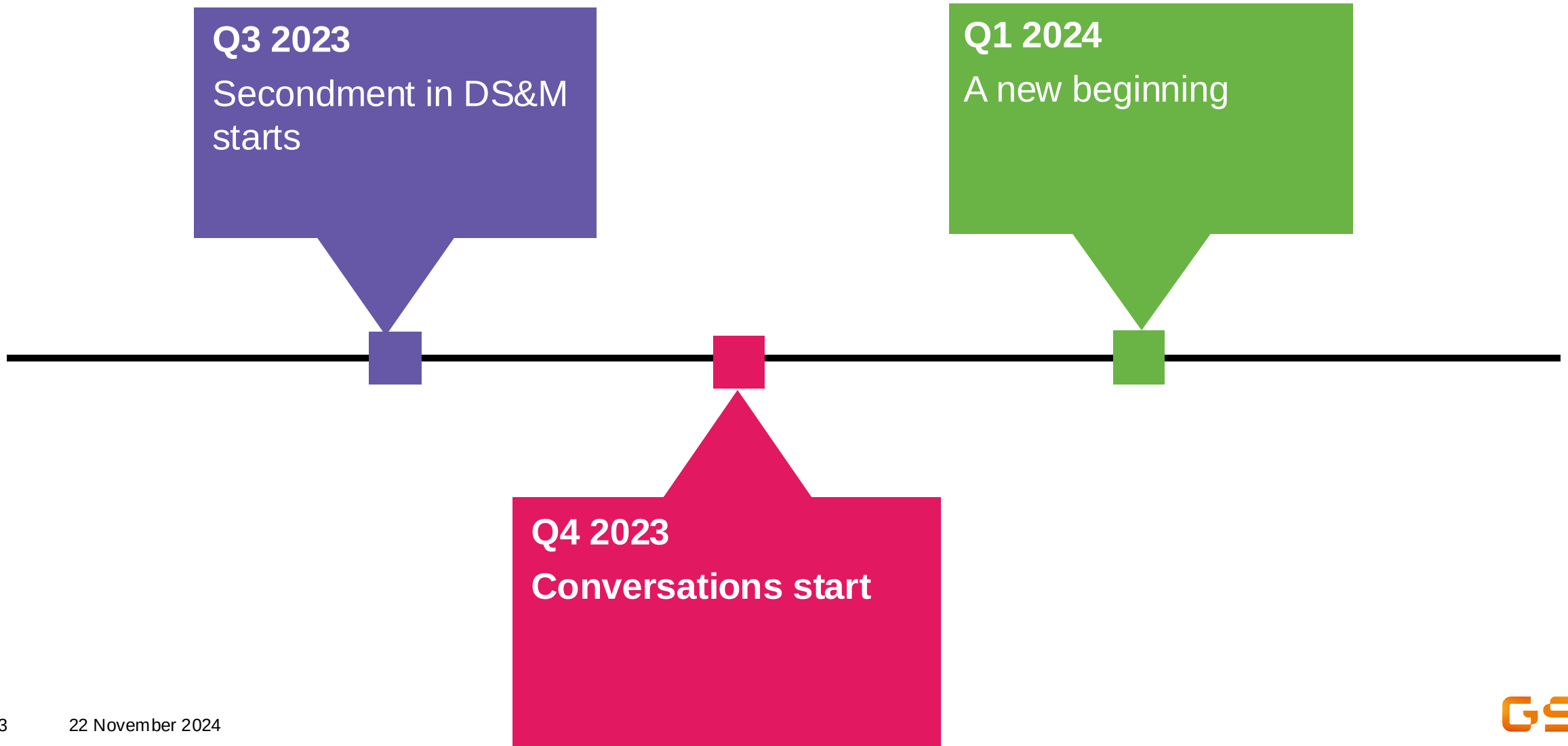


Lessons In Secondment



Lesson 4 - New Opportunities

The timeline continues



To Summarise

- Skill Development
- Networking
- Perspective

- Motivation
- Talent Retention
- Flexibility

A Thank You To

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