

CISCO USES ASCENDIFY ASPIRE TO HELP EMPLOYEES NAVIGATE THEIR CAREERS.

INDUSTRY

Information
Technology &
Networking

SOLUTION

Talent
Management

EMPLOYEES

70,000+

BENEFITS

Employee self-directed career advancement
Increased engagement, employee satisfaction,
productivity and retention

“Our objective at Cisco is to create a career-focused culture where employees are able to grow their capabilities through a series of lateral and vertical moves across silos and functions. The goal of My Development Space is to increase employee retention, grow employees’ skills, and prepare them for both horizontal and upward positions.”



Elaine Mason

VP of People Planning Design and Analytics

Cisco is a worldwide leader in IT and networking. They help companies of all sizes transform how people connect, communicate, and collaborate. With over 70,000 employees worldwide, Cisco has long been on the forefront of using intelligent software and strategies to help their employees work smarter, while staying focused on providing solutions that both challenge and retain their employees.

Cisco had always wanted to more intelligently invest in the career growth of its employees, but had been struggling with fulfilling the promise of helping people reach their full potential.

Cisco began to take a more active role in partnering with their employees to help them prioritize **growing their career experiences** over merely focusing on getting promoted to the next rung.¹

WHAT HAPPENED NEXT.

Cisco worked to co-develop the Ascendify **Aspire** app along with GE and Ascendify’s other large, global clients. Ascendify’s Aspire is a virtual career coach that learns about an employee’s skills, passions and interests, and helps them discover and then navigate to a new career inside the organization.


1. <https://www.forbes.com/sites/jeannemeister/2018/01/11/ai-plus-human-intelligence-is-the-future-of-work/2/#658d534823d2>

Cisco adopted Ascendify's intelligent technologies to launch **My Development Space**, which lets Cisco employees "choose their own adventure", according to Elaine Mason, Vice President of People Design and Analytics. They use it to help their employees find fresh, challenging work within Cisco, while also opening doors to career-advancing opportunities across the company – wherever they happened to be.

My Development Space is powered by Ascendify's AI "assistant", which helps employees build a profile showcasing their current skills, interests, and passions, then view a range of internal roles that might be right for their next career opportunity. It lets people easily seek out one-time projects and stretch assignments that often don't exceed six months or eight hours per week.

With My Development Space launched, **79% of Cisco's assignments were cross-functional**, rather than being within the employee's own department, so employees received broader exposure to opportunities all over the company.

Employees were directly connected to development offerings and career guidance. Most importantly, employees were provided with opportunities to connect with the teams doing the work they were most keenly interested in.

Cisco's partnership with Ascendify gave Cisco employees a window into the limitless opportunities across the company to grow and develop their careers. 



About Ascendify.

Ascendify's Intelligent People Management™ platform reinvents how companies attract, develop and inspire their talent. Built for global organizations, Ascendify integrates machine learning and predictive analytics into recruiting and talent development with one seamless platform. Headquartered in San Francisco, Ascendify's customers include GE, Cisco, Panasonic, Disney, Deloitte, and Marriott.