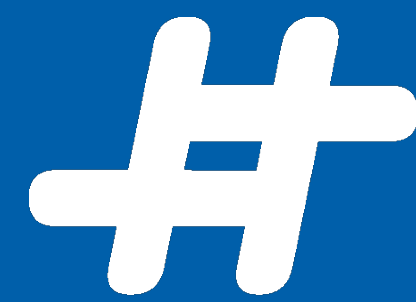


# COLLEAGUE MOBILITY: WHY IT MATTERS, THE CHALLENGES, AND POTENTIAL BENEFITS FOR REMAINING EMPLOYEES



**STREAMING**  
**28.10.2020**

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Streaming  
H. 19.00



YOUR COMMUNITY OF MANAGERIAL IDEAS, NETWORKING AND EVENTS

Today most employees move between employers as their careers unfold. As a result, employee exits are common across a wide range of sectors – not just those that have been traditionally viewed as high turnover occupations and industries. This can be disruptive.

Such mobility can be particularly challenging in knowledge-based work settings as people take their knowledge with them when they leave. But there are also other considerations that should be taken into account and that managers should be aware of. In this seminar I will discuss some of these other consequences of employee mobility.

In particular, I will focus on the consequences of mobility for the individual employees who are left behind when colleagues move elsewhere. Drawing on my own ongoing research and that of other scholars, I will discuss the following questions:

- # What are the main challenges associated with employee exit?
- # How does colleague exit impact individual employees who remain? What are the associated costs and opportunities?
- # What are the implications for remaining employee's performance and careers?
- # What are the implications for knowledge flows into and within the organization?
- # What are the implications for HR practice?

**SPEAKER:**

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