

Talent Connect Summit

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What's the secret to making internal mobility fuel growth?

Internal mobility gets talked about a lot but it's so hard to get it right. Find out how companies are breaking down walls with the right mindset, policies, and tools to turn hidden talent into real results.



Host

Liam Walsh

Senior Director, Talent Strategic Initiatives, LinkedIn



SPEAKER

Rebecca Alimorong

Senior Director, Global Learning Experience Design and Delivery, Robert Half



SPEAKER

Vilma Cuevas

AVP, Talent Strategy, Nuance Health



SPEAKER

Amy Lang

Head of Talent, Colliers

When employees understand their growth, leaders actively support movement, and talent acquisition and talent development teams work hand-in-hand, internal mobility drives business transformation.

Straight from the Host:

*"Career-driven learning isn't a perk—it's the foundation of a future-ready workforce."
- Liam Walsh*

Key Takeaways:

- **Internal mobility is a business strategy** that drives retention, engagement, cost savings, and continuity.
- **Shift the mindset:** Leaders must move from hoarding talent to growing talent.
- **Internal mobility = engagement and retention of your best talent.** In a low-turnover market, internal movement keeps talent engaged and future-ready.

Practical Tips & Actions:

- **Use data to win leadership buy-in:** Exit interviews, engagement scores, promotion rates, and cost-per-hire show ROI.
- **Build change management processes** and bring stakeholders along.
- **Make mobility visible** by spotlighting employee stories and building internal career paths.
- **Tie development to performance:** Link manager goals to employee growth and track progress.
- **Empower employees** with career coaching, transparent tools, and ownership of their growth.
- **Pilot with targeted groups**, gather feedback, and iterate continuously.
- **Use AI to accelerate mobility:** Match skills to roles, personalize learning, and surface internal opportunities.