

# CAREER CONVERSATIONS

## INTERNAL MOBILITY



Are you interested in learning more about a specific career, skillset, or capability? Do you want to meet and network with other people within Koch?



- **EverLearn** is a great place to start! **EverLearn** is an internal search platform created to improve knowledge sharing across the Koch enterprise. It can be a great resource to aid you on your career journey.
- Click [here](#) to learn more about **EverLearn**. Simply search for a person, topic, or keyword to grow your network and start making new connections!

Now that you have found someone to reach out to, try leveraging some of the tips below to introduce yourself!

**Tip:** Approaching it as a “discovery” conversation can help you break the ice and set the stage for a mutually beneficial discussion.



### Start by talking to your supervisor:

Your supervisor is a great advocate for you on your career journey. Schedule time to have a development conversation to discuss your talents, interests, capabilities, goals and aspirations. You can leverage [this article](#) on how to talk to your supervisor to help you succeed.



### How do I connect with other Koch employees?

Once you find someone you are interested in connecting with try sending an email, or teams' message to introduce yourself. Include why you are reaching out, what knowledge is of interest to you and what you hope to learn from the conversation.

Here are additional resources:

### Human Resources:

Your Human Resources (HR) contact is a wealth of knowledge on potential careers, and they have a big network to help you find others to connect with. Not sure who your HR contact is? Try asking your supervisor or by searching for an HR contact within your company in EverLearn.

### Recruiters:

Did you know the recruiters name is included on all roles posted on our internal careers site? When searching the [internal.KochCareers.com](#) site, you will see the recruiters name listed in the left-hand corner. Not only do they enjoy hearing from internal employees, it's also a great way for both of you to see if there is mutual interest before more formal discussions.

### Hiring Supervisor:

Hiring supervisors are a great source of information for their open roles. They will share information that may help you determine if it would be a good fit or if there are skills you could develop for a future opportunity. Remember, this is not an interview, and these conversations should be kept to general questions and knowledge sharing.