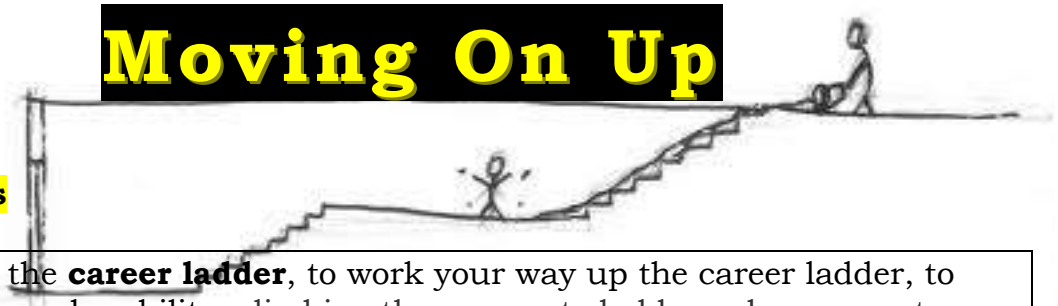
Moving On Up



Expressions

To **move up** the **career ladder**, to work your way up the career ladder, to progress, upward mobility, climbing the corporate ladder, advancement, upwardly mobile, vertical mobility, career development (for the individual), succession planning (for the organisation), career management (of the individual).

To be upwardly mobile - (*a desire to increase status, power or pay, or all three.*)

Are you upwardly mobile? Do you think everyone has to be? Can some people be downwardly mobile?

Activity One – Talking about the Future in English

There are four different forms of the future tense. They are confusing because the differences between these forms are not fixed or absolute. It depends on the meaning you want to convey.

First a simple explanation to remember:
We use WILL for questions or when something is uncertain or just being planned and going to when something is planned or arranged or fairly certain.

Now let's look at the **four forms**.

1

'I'll see you tomorrow.' - This is **'will' + the infinitive**. We use this form when we speak at the same time as we make a decision about the future plan. For example:
'When can you give me an answer?'
'Well, I'll see you tomorrow. Is that okay?'

2

'I'm going to see you tomorrow' - This is **'to be going to' + the infinitive**. We use this form when we have made the decision and plan before we speak. We are telling someone what we have already decided or agreed to do.

Look at these two examples to compare the first two forms:

1. 'They say the weather will be nice tomorrow'
'Really? Oh well, in that case, I think **I'll go** to the beach'

2. 'They say the weather will be nice tomorrow'
'I know - I checked the news yesterday. **I'm going to go** to the beach. Would you like to come?'

So, you can see the difference between these two forms. In the first one, the decision is made at the time of speaking. In the second one, the decision was made earlier; the plan has been made.

3

'I'm seeing you in the meeting - This is **the present continuous with a future meaning**. We use it to talk about definite plans and arrangements. Things have been decided already, and arrangements have been made. As you can see, this is very similar in use to 'to be going to'.

Importantly, we generally use the present continuous when we are thinking about a particular time in the future. And it is commonly used to talk about social plans and meetings. On a Friday at work, the most common question is probably:
'What are you doing this weekend?'

4

"I'll be attending the conference in December." - This is **'will' + the continuous infinitive**. We use this form when we want to bring some of the meaning of the continuous form to our description of future events.

The continuous form emphasises that an activity is happening at a certain time, and this activity lasts for a limited period of time. This meaning is now combined with one meaning of 'will' - namely that 'will' can describe future facts or predictions.

So, if you want to describe a future event and you want to emphasis the activity that will take place over time of this event, you say:
'At this time tomorrow, I'll be swimming in the sea. No more work for me - I'm on holiday!'

The present progressive is used for plans and arrangements that are pretty well definite and fixed. So, if I say **I am going to the doctor tomorrow**, this means that I have an appointment, or that there is absolutely no doubt in my mind that I will do this. **I am going to go to the doctor tomorrow** means that I am planning to do so, I intend to do so - but I am less certain about it.

So, in my case, I would say **I am flying to Hungary next month** because I already have the ticket. But I would say **I am going to go to Italy for my summer holiday this year** because in fact I've not finalised my plans and may yet change them.

Activity Two – answer the following questions using the future tenses.



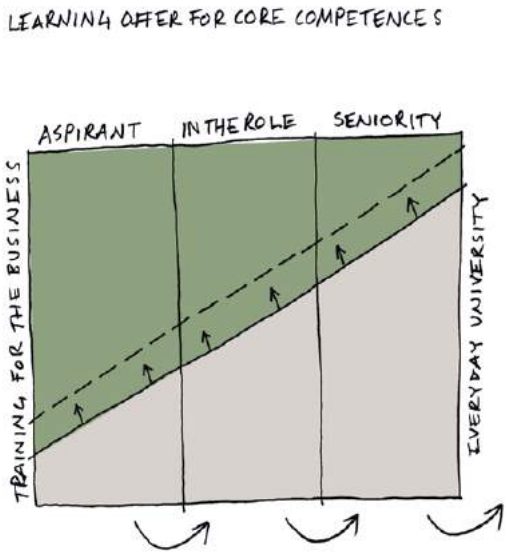
1. What are you doing for the rest of the day?
2. What are your plans for the coming week at work?
3. What are your main objectives this year?
4. What is your vision of the future for your department?
5. What do you want for your future career development?
6. What do you aspire to in your future life?
7. In the immediate future how do you see your current role evolving?
8. How can you learn and improve in your job?
9. What do you think you will be able achieve with more seniority?
10. How do you see the future of IKEA after Ingvar Kamprad?
11. Do you have a succession plan in place?
12. How should your closest colleagues and co-workers prepare for the future?

Activity Three – Read the following paragraph from the IKEA learning manual. Explain where you are in the ladder. Do you agree with the statements made about learning?

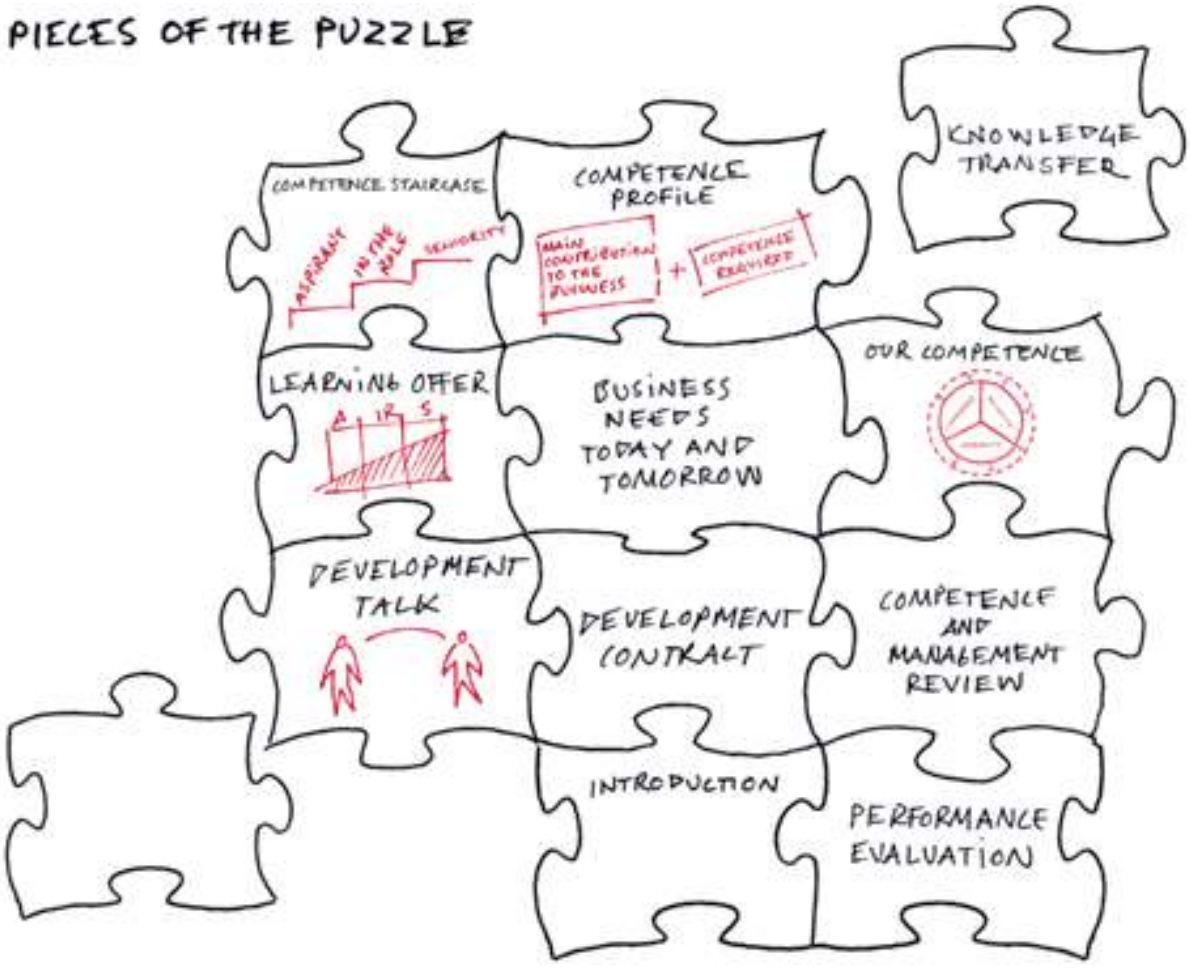
Your Movement.

Your movement in the staircase is owned by yourself, guided, challenged and supported by your manager.

For core competences there are learning offers defined and organised.
In moving from Aspirant to In the Role, training often meets your learning needs. At the level of Seniority,with more unique learning needs, it is mainly learning in the business, on the shop floor, at the supplier, in cross projects. It is about consciously being in situations and challenging assignments. The competence level demanded in the staircase is constantly moving.



Activity Four - Use this jigsaw diagram to help you to explain the IKEA approach to career development.



Activity Five - Answer the following questions, *using one these expressions to introduce your opinion on each question:*

I feel that It seems to me that I do feel that I feel strongly that It seems to me that In my experience The way I see it, is that… What I feel is that…	It seems essential to… Basically Essentially Clearly Obviously It seems quite clear that Generally speaking As far as I know	To my mind I would say that It goes without saying that I have no doubt that Presumably I am convinced that I am in no doubt that

1. How does the IKEA HR and training system help people to evolve in their careers and develop their skills?

2. If the system encourages upward mobility, why do so many co-workers choose to stay in the same jobs for years?

3. Do you believe that 'the only way is up' in a career, is it possible to motivate people who are not upwardly mobile and can the quality of their work and their motivation be satisfactory if they are not?

4. How do you see IKEA evolving as a whole in the next five to ten years? What problems will you have to face as you expand and develop?

5. What does IKEA need to be successful tomorrow;

- More new talent from outside the company, in senior positions?
- More transfer of experienced people from different departments?
- More upward mobility from the shop floor?
- More people from IKEA international involved in the running of the company as a whole?
- A different approach to management from the BS?
- Less independence for store managers?
- More independence for store managers?

