What went well?

What should we keep doing? What should we celebrate? Where did we make progress?

Salary Increases: Some IT professionals have experienced consistent salary increases over the years.

Career Advancement: Many IT workers have successfully advanced their careers and taken on more challenging and rewarding roles.

Sharing knowledge

and experiences

with peers has

been a source of

encouragement

and success.

a comprehensive analysis of the it sectors salaries and roles

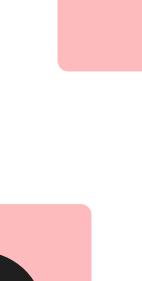
What went poorly?

Where did we have problems? What was frustrating to us or others? What held us back?

Lack of Transparency: Employees may not understand how their salaries are determined.

Skills Gap: Individuals may struggle to acquire new skills and stay relevant.

Job Insecurity: Fear of layoffs or job loss can cause anxiety.







Flexible Work

Arrangements:

Promote flexible

work arrangements

to improve work-life

balance and reduce

the risk of burnout.

Professional

Development:

Learning new

technologies and

staying updated

with industry

trends has gone

well for many.

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Salary Transparency: Develop and promote transparent salary structures and guidelines to ensure fairness and equal pay for equal work.

Community

and

Networking:

Equitable Benefits Packages: Improve benefits packages, including healthcare, retirement plans, and paid time off, to attract and retain top talent.

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Diversity and Inclusion Initiatives: Develop and implement diversity and inclusion programs to promote equal opportunities and eliminate disparities.

Career Path Development: Clearly define career paths and provide employees with a roadmap for advancement within the organization.

Mentorship and Coaching: Establish mentorship and coaching programs to guide employees in their career progression and offer support.

What ideas do you have?

What ideas do you have for future work together? Where do you see opportunities to improve? What has untapped potential?



How should we take action?

What do you believe we should do next? What specific things should we change? What should extend beyond this meeting?