

Career Development



Finding Your Niche

Managers Role in Career Development – The Facts

People no longer work in the same job, in the same organisation for the whole of their working lives. They may undertake several different career directions and occupy many jobs in the course of their lifetimes. Our program uses a range of innovative tools and well-researched methodologies, developed to meet the needs of organisations in retaining and developing their people and in providing leading edge, relevant assistance to employees in managing their careers.

We work with management to ensure they have the skills and knowledge to coach their staff and to provide objective and informed advice. Employees need to take responsibility for their own development. However, it is the company's responsibility to create an environment in which that is possible.

Learning Outcomes - Managers

- Identify and communicate responsibilities in career development process
- Build and encourage an open culture of communication about career opportunities
- Develop a framework to conduct career discussions
- Take responsibility for career coaching
- Provide resources for career planning activities
- Provide relevant feedback to individuals about performance and career options
- Identify realistic information about career opportunities



Finding Your Niche – The Facts

Employees should ask themselves these questions when considering their future career options: Where have I been? Where am I now? Where am I going? How do I get there? The important thing is that YOU take responsibility for initiating the journey and setting goals for your own career path. By setting goals you will be able to work towards achieving them.

Learning Outcomes - Employees

1. Identify issues which affect career development
2. Personal stock take
3. Establish realistic career goals
4. Research options
5. Establish an action plan
6. Develop robust framework for making informed career decisions

*The future is not some place we are going to, but a place we are creating.
The paths to this future are not found, but made along the journey*

Challenge

Cultivate

Change

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