

Managing your *career*

EMPLOYEES NEED TO BE ULTIMATELY RESPONSIBLE FOR THEIR OWN DEVELOPMENT. HOWEVER, IT IS THE COMPANY'S RESPONSIBILITY TO CREATE AN ENVIRONMENT IN WHICH THAT IS POSSIBLE.

People don't stay with the same employer anymore. In fact, the average Australian professional will now change their career direction more than 3 times in their working lives. Employees need to be responsible for their own development. However, it is the company's responsibility to create an environment in which that is possible. If the employer and employee can work together on mutual goals then career management is an opportunity for both parties to grow.

Benefits to your employer

By knowing a team member is planning their career, the employer will benefit from having enough time and resources to:

1. Consider any changes to current roles and begin any succession planning activities.
2. Build relationships with any departing employees – ex-employees are now viewed as excellent sources of referral if they have departed the company on good terms.
3. Identify critical skills necessary for different roles.
4. Set a transparent career development path.

Benefits to employee

By knowing the organisation is planning their career, the employee will benefit from having enough time and resources to:

1. Become aware of personal strengths and weaknesses.
2. Understand the importance of fitting with the right role and organisational culture.
3. Understand their personality type.
4. Make better decisions.
5. Prepare for behavioural interviewing techniques.
6. Position themselves as value assets rather than knowledge assets.
7. Feel more secure.



Key learning outcomes

Your **Managing your Career** program will give participants the skills to:

- Understand the psychology of change.
- Utilise different assessment tools to identify strengths and weaknesses.
- Decide if an organisational culture is congruent with personal values.
- Negotiate win/win outcomes.
- Set a career development framework.
- Create a SMART action plan.
- Build in contingency plans to keep motivated when your career plans stumble.
- Plan attitudinal and behavioural responses to difficult questions.
- Develop networking skills.
- Position themselves as value assets rather than knowledge assets.
- Feel more secure.

Would you like to attend this program?

- For maximum effectiveness, this program is best conducted as an in-house program.
- **Ideal group size:** 4 - 12 participants
- **Venue:** For your convenience, you can choose to conduct this program at your business premises. Alternatively, we can provide a training venue at a small additional cost.
- **Duration:** This program can be adapted to meet your requirements.
- **Cost:** Price on request.
- **Target Audience** Employees, Supervisors, Team Leaders, Senior Managers or CEO's

If you would like more information on this training program, please contact:
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