

people careers

Talent Capability

Effective Career Conversations

You need to retain your staff and create a workforce that is proactive and make the most of opportunities within your organisation. To achieve this managers need the skill and ability to hold effective career conversations with their staff.

Managers also need to be educated about formal and informal strategies to support their employees through their career development. In this way career development is used to increase retention throughout their organisation.

Our Solution

Our Career Conversation program covers the following topics:

1. The business case for career development
2. The changed nature of careers and the key career skills necessary to lead a rewarding career in today's climate
3. What is a career conversation, when and where it occurs and how to recognise it
4. Develops the career coaching skills of managers through practical exercises

What we do

The program can be delivered as a three hour workshop or as a individual one-on-one coaching program.

Key Organisational Benefits

- Increased retention as the organisation expresses an interest in each employee's career
- Enhanced relationships between managers and their employees
- The right people in the right seat on the bus



Key Outcomes for Managers

- Confidence to have effective career conversations with staff
- Awareness of how to handle difficult career issues
- Understand the importance and bottom line impact of effective career development
- Improved career coaching skills
- Understand how careers have changed and the key career skills necessary for individuals to thrive in today's climate
- Knowledge of generational differences in career development

Results

"Confidence to now engage more with staff on non-core business issues"
"A very credible, practical and useable message"



