

73% of staff are more engaged when they have
'access to tools that help manage their career goals'.¹

ALCHEMY CAREER BUILDER

It's your career

The extent to which someone's career is being developed is a primary factor in influencing staff decisions to stay or to leave an organisation but we often hear people say "I'm not being developed!"

One response is: "What can we do?"

The other response is: "What are YOU doing about it?"

Let's be clear, it's not the employer's career and it's not the manager's career, it's your career.

Training and empowering staff to take charge and be responsible for their own career trajectory is the first gap that we address by giving people the tools they need to utilise all of the career resources available and to map out the next steps in their career plan.

Managers are a resource

Career development is one management task that is NOT about telling and directing, it's about listening, understanding and facilitating growth.

In our estimation, about 5% of managers are naturally skilled in this activity so **training and coaching managers to facilitate a constructive career discussion** is the second gap we address.

With the right knowledge and guidance, managers build the capability they need to conduct these conversations with confidence.

The Outcome

When staff are empowered to drive their own career and have managers who are positively supporting them, your organisation can expect a highly engaged and productive workforce.



ALCHEMY Career Builder

To support your organisation in meeting this challenge, ALCHEMY delivers:

- 1) A 90min staff workshop:
"Taking charge of your career"
- 2) A ½ day management workshop:
"Having an effective career conversation"

One on one coaching is available for managers who need additional support and assistance.

- ✓ Practical action plans from each session
- ✓ Integrated into your HR / L&D process
- ✓ Facilitators experienced in coaching AND people management
- ✓ Evidenced based content, no theory.

Next Step

Contact us to discuss how we can help your business to drive staff engagement and organisational performance through targeted career development.

Christopher Paterson
christopher@alchemycm.com.au
02 9238 1901 | 0411 526 748

¹ – Grow your Own CEO, 2010