

Career Development Suite

Organizations looking to build a comprehensive engagement strategy centered on career need to take a multifaceted approach. The organization must provide tools and a clear career philosophy that managers can articulate in performance and engagement conversations. BlessingWhite's suite of career solutions is designed as a foundation upon which a customized and strategically focused career initiative can be built.

IT'S YOUR CAREER

Blended learning: 45-minute online prework, a 2-hour web class or half-day workshop, and follow-up online tools and resources

The foundation for employees' future career success is an understanding of their engagement drivers and the capabilities they have to move the organization's strategy forward. It continues with a plan to explore and take action on both the obvious – and not so obvious – opportunities for development or challenging work. In today's world of work, sometimes the best career move is a subtle change in the current job.

Know yourself

- Your values and interests
- Your strengths and differentiators
- Your ideal job conditions

Know your options

- What information do you need?
- Where can you find it?

Take action

- Manage current satisfaction & performance
- Talk about your career
- Develop for today & tomorrow
- Evaluate opportunities

Outcomes

- A new perspective on today's career landscape and effective career management
- Clarity on your career drivers, strengths, and differentiators

- Improved understanding of the conditions under which you do your best work
- Ideas for exploring opportunities within the organization
- A discussion plan to enlist support for your career development
- Familiarity with additional tools for taking control of your career

CAREER COACHING

Blended learning: 15-minute prework, a 2-hour web class or half-day workshop, and follow-up tools

Half of employees will look for interesting or meaningful work in their next job. Not a promotion or their manager's job. Not large financial rewards. They want work that "works" for them. It's the role of your managers to help employees realistically align their aspirations with the organization's goals.

Career myths & facts

- What is a career anyway?
- What do employees want?

The manager's role

- Aligning employee & organizational interests
- What does a great coach look like?

Coaching essentials

- Trust, confidence, potential

Keys to effective career conversations

- Decide when to trigger a discussion
- Introduce the subject
- Prepare and conduct the discussion

- Handle common challenges

Action planning

- Your coaching legacy
- Looking ahead: Short and long term

Outcomes

- A new perspective on career development and the manager's role in it
- Three essentials for creating coaching partnerships based on trust, confidence, and potential
- Steps for successfully preparing for and participating in career coaching conversations
- Strategies for supporting the career development of employees who hold a wide variety of aspirations, capabilities, and attitudes

CAREER PORTAL

BlessingWhite's State of the Career research revealed that most stand-alone online tools, libraries, or communities result in little use and even less perception of value.

However, when a career portal is part of a high-tech, high-touch strategy, results differ dramatically. Facilitated learning experiences or individualized career coaching provide the advice and motivation that employees and managers need to avail themselves to ongoing tools and information.

CAREER PROGRAM CONSULTING

A strategic, comprehensive approach

"If you build it they will come" is a myth. To support organization-wide career initiatives in the context of your business goals, BlessingWhite consultants can provide implementation consulting, communication strategy support, and executive briefings.

- Organization-wide communications and positioning. Senior team briefing.
- Virtual and/or in person kick-off (60-90 minutes)
- Email initiation
- Online prework (30-60 minutes)
- Core workshop or Core Web Class
- Individual Actions:
 - Action plan execution
 - Discussions
 - Use of online tools
- Ongoing access of career portal

Career development is about getting people to where they want to be and *to where the organization needs them to be.*

