

Navigating Your Career Progression

“Control Your Destiny – or Someone Else Will”

Having a fruitful career dialogue needs preparation and skills, especially on the side of the supervisor. A Career Exploration Studio for both, supervisors and staff, is a powerful enabler for a quality career dialogue. Knowing someone's Career Anchor or Personality Profile will help guiding him in the right direction. Supporting this person with adequate development options such as mentoring, project work, job rotation, etc., ensures that his career vision becomes a reality over time.

COE's Career Planning & Development's methodology helps employees and organisations grow and advance in tandem, thereby enhancing staff motivation and morale.

It is a process of matching current and foreseeable career needs with the options available within and beyond the organisation. There are no quick and easy answers to managing a career. It involves developing specific competencies for present or future jobs and includes the acquisition of knowledge, skills and often some personal attributes.

COE's Career Planning & Development is designed to support individuals navigate through their career progression.

We offer a multitude of career development activities to aid your career progression and development. This includes

- Career Transition Coaching and Competency Analysis,
- Role Readiness Analysis,
- Placement and Mentoring

to help individuals to grow with work and life. As an individual, it is important to develop own career aspirations.

Everyone should take ownership of his own future and development.

Career Planning & Development

Explore Career Options

- Understand Personal Hedgehog
- Establish Personal Career Vision
- Identify Personal Career Anchors
- Know Preferred Work Arena
- Define Role or Position to Succeed

Identify Capability Gaps

- Conduct Competency Analysis
- Show Strength/Weakness Balance-Sheet
- Manage Career Plateaus
- Perform Role Readiness Analysis

Develop a Career Plan

- Understand Personal Learning Preference
- Set Target and Prioritise
- Navigate Personal Career Roadmap

Implement Career Plan

- Support by Coaching & Mentoring
- Other Support Options
- Evaluate and Monitor