

CAREERSMART™

Take Charge of Your Career

CAREERSMART™ – Our CAREERSMART™ instructor-led program and eSolutions is a one day, two day, or series of modules program that educates and inspires individuals to take personal responsibility for their own professional development. Employees learn a proven and strategic framework for managing their career and professional development. Employees learn how to assess and leverage their strengths, increase their skill and contributions, build a powerful network, find a mentor, set development goals and build development plans that are aligned with the needs of the organization. Increased skill development, alignment, performance, job fit, bench strength and retention result.

Purpose:

Provide a proven and strategic framework for employees to take charge of their careers in a changing environment.

Objectives:

- Introduce the strategic process for taking charge of ones career – Our strategic framework for success (see brochure for more details)
- Examine the importance of Career Fit™ – how to assess and improve their Career Fit. Learn to enhance and leverage it for both current and future roles.
- Evaluate and clarify personality traits/style, values, interests, competencies and skills, and accomplishments to enable individuals to appreciate how they are unique and see ways to leverage their strengths
- Examination of reputation, networking and individual and team performance practices as indicators of capability and value
- Exploration on ways to get effective feedback from others to gain a perspective and a reality check
- Exploration of the changing landscape and environment – How can I increase my contribution today? What do I need to learn to stay competitive? Where do I best fit in the future given my strengths and interests?
 - Trends and Implications for the Future
- Examination of multiple career and life options for today and the future
 - Enrichment, Lateral, Realignment, Vertical, Exploration, Relocation
- Determining needs and aspirations to set short and long-term career goals
- Drafting an action plan to reach goals
- Prepare for having multiple career discussions with colleagues, managers, and HR representatives during the process