Career Self Management: 
Coaching for Development Workshop

In today’s dynamic and fast evolving business environment leaders need to develop their people to be more effective and productive in their existing roles, and at the same time prepare them to take on new challenges and future responsibilities. At the same time, gone are the days when companies managed employees’ careers. Today the employee and their manager / company are partners in professional growth with the employee needing to take full ownership of their career and its development - they must engage in career self-management. Development planning and coaching are required leadership skills for supporting employees and organizations in achieving these goals.

In particular development planning and coaching can help to:
- Ensure employee’s take accountability for their professional development
- Reveal people’s capacity to develop new skills and take on increased responsibility.
- Build on employee’s current strengths for current and future roles
- Encourage people to try new ways to do essential tasks and processes.
- Identify where unhelpful attitudes are preventing individuals from succeeding in their roles and how they can move past these career-limiting behaviours.

Program Outcomes:
As a result of attending this workshop participants will be able to:
- Understand the career self management philosophy and the concept of “Me Inc.”
- Facilitate a four step development process:
  - Identify Development Needs
  - Co-create Development Action Plans
  - Coach Development
  - Assess Development
- Co-create a 70/20/10 development plan
- Provide clarity on the roles and responsibilities for career development at the manager, employee and organization level
- Have an opportunity to practice, and receive feedback on, the skill of coaching for development

Program Outline:
- Welcome, Icebreaker & Workshop Objectives
- The Career Self Management Philosophy...“Me Inc.”
- CSM Development Planning Process
- Development Planning - Roles and Responsibilities
- The Four Elements of Comprehensive Development - A 70/20/10 Approach
- Coaching for Development: The Coaching Conversation
- Development Coaching Role Plays
- Development Coaching Insights and Challenges
- Next Steps – Post Program Assignments

Program Details:
This one-day workshop is customized to incorporate the professional development tools of the client organization. Recommended group size is 10 – 16 with a maximum of 20.

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