

Career Development Support

▼ The Programme ▼

The Career Development Support programme has been developed by Kiddy International to meet the needs of Senior Managers at times of career transition.

This is a 1:1 programme where the individual works through personal feedback, option selection and career coaching with a Kiddy International coach. Our aim is to help the individual advance further in his/her career and personal development. The standard programme consists of six sessions of approximately 2 hours.

▼ Who Will Benefit? ▼

Managers and Directors from all organisations and backgrounds will gain benefit from the programme. It is particularly suitable for:

- Individuals who have reached a mid-point in their career and want to consider the best way forward
- Situations where the individual is encountering some difficulties in achieving their desired outcomes
- People who want to gain a better understanding of themselves and how they impact others
- Individuals who need to develop their profile in preparation for further senior level work
- People who are about to leave their organisation
- Those who want a more flexible outplacement process which they can carry on into their new role

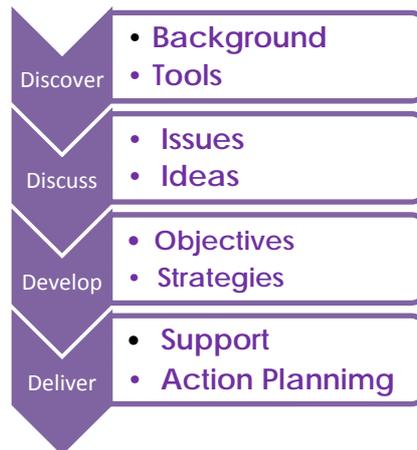
▼ Outline ▼

Our programme is based on the individual being helped to develop a comprehensive understanding of themselves in relation to their career. It offers the individual the opportunity to select further career options that are most suited to them.

Essentially there are 3 key questions to ask:

- Where am I now?
- Where do I want to be?
- How do I get there?

Our sessions are underpinned by the steps shown below:



▼ Our Process ▼

Our sessions consist of careful background data gathering, psychometric papers and, where appropriate, the completion of some career development tools. The individual participates in extensive discussions covering for example the items listed below:

- work preferences
- relevant past experiences
- current situation and role

- problems encountered
- future opportunities
- ongoing issues
- psychometrics feedback
- career development tools
- challenges
- work / life balance
- financial aspirations

▼ Session Style ▼

Our aim is normally to challenge the individual's thinking and to provoke further action on how to develop the individual's career.

E-mail & telephone support is available throughout. Additionally support is given on the following as required:

- Internal/external CV preparation
- Networking
- Interview techniques
- Presentation techniques

The programme can be extended and altered to suit most individual requirements.

▼ Next Steps ▼

For further information please contact us at :
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