

Professional, tailored support for staff to thrive in the workplace and in their career.

Do you have the coaching expertise within your organisation to offer staff support to reach their career aspirations effectively, manage an issue and positively face change? The Career Development Company are experts in career coaching and counselling, and can support you and your staff.

Career coaching helps individuals to reflect on their career aspirations, identify strengths and areas for development, create strategies, and implement actions for success. Where particular obstacles are identified, a counselling modality is used to help the individual make changes to overcome barriers to a meaningful life and career.

The need

The need for a referral to career coaching and counselling might be triggered when an individual:

- Is unclear about their strengths and development areas
- Is facing significant change to their employment
- Is wanting to move within the organisation but is unsure how to make this happen
- Is not confident in marketing themselves, applying for jobs or preparing for interviews
- Has become disengaged and demotivated and their work has started to suffer
- Needs practical ideas for resilience, stress management and wellbeing
- Is experiencing some relationship issues or conflict within the workplace

The benefits

Career coaching and counselling benefits both the individual and the organisation. You can expect:

- Greater individual responsibility for career decisions, and better preparation for career and performance discussions with their manager
- An increase in engagement, improving productivity and retention
- Reduced disruption during a period of organisational change
- Support for a positive team culture, and for the organisation's brand and reputation as a good employer

The process

The Career Development Company will work with you to find the approach that fits with your requirements. We have developed our unique **RECI®** model and resources to support the process. As a guide, we recommend from two to four sessions. We will arrange a suitable location and timing with each staff member. We ask them to complete a preparation form prior to the first session, with agreed actions and activities between sessions.

About the Career Development Company

We are a for-profit social enterprise offering expertise in professional career services throughout New Zealand. Our qualified team of four Executive Directors - Dr Val O'Reilly, Caroline Sandford, Amanda Smidt and Julie Thomas have worked extensively in the career field including in corporate, education, private practice and leadership roles.

We also offer a range of services including Professional Supervision and Mentoring, Effective Career Conversations Programme, Outplacement support, MBTI Assessments for Leadership and Team Building, a Career Development Programme Review, and bespoke workshops and career services.

Enquire today to talk about your career coaching and counselling needs