

A three-part review to help strengthen your organisation's career development and learning approach.

Do you have an integrated and effective career development programme in your organisation to ensure you attract and retain the necessary skills and experience?

Opportunities for career development are a key consideration in an individual's career decisions. Support for career development needs to be a key component of a company's attraction and retention strategy. There can be challenges for businesses in taking an active role in the career development of their staff. There are conflicting demands on time and on resources to align internal policies, plans, programmes and practices to reflect the vision and direction of your business.

The Career Development Company provides expert advice to objectively assess the current situation, affirm what is already working, and recommend options to take you forward.

The need

You may identify an opportunity for a career development programme review when:

- Reviewing operational policies to update and align messaging about career development and learning
- Setting business plans and budgets for career development and learning programmes
- There are changes to roles and responsibilities for career development and learning
- You receive data from staff on their perceptions, which identifies a need, e.g., programme evaluations, climate surveys, exit interviews.

The process

The scale and scope of the review can vary from an overview of specific plans, policies or practices within a business group or division, to an organisation-wide review across all aspects related to career development.

The Career Development Company will work with you to identify your needs and reach agreement on the deliverables for the programme review process, including internal resources to support the review process, and specifications for the recommendations report.

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, and bespoke workshops and career services.

Enquire today to talk about your career development programme review needs.