

Professional, tailored support for staff to thrive in their career journey.

The challenge of managing change

Do you have the support you need to allow individuals to make changes in a positive way and to help your organisation maintain business performance, reduce legal risks and preserve your brand and reputation?

Workplace restructure and career transitions are challenging and can cause significant disruption. However, these can be managed in ways that attend to both the needs of the organisation and individuals, as well as to best reflect the organisation's values and culture.

An effectively managed process treats all staff, especially those most affected by change, with respect and integrity.

The solution

The Career Development Company

offers a flexible, customised and practical career transition solution delivered by highly qualified specialists, to support both managers and staff.

The solution will:

- Assist change leaders to positively demonstrate the organisation's values and reflect the desired workplace culture
- Help managers to be confident to design and deliver a smooth change process
- Help reduce distress and anxiety for transitioning employees
- Equip individuals with the skills to confidently manage change and transition effectively
- Reassure remaining employees that support is available to adapt to a new future
- Help to manage risks associated with change and protect your brand

The programme

The Career Development Company can provide a range of services:

- A confidential, impartial person to talk to/work with
- Coaching for managers to prepare them for effectively managing the change process
- On-site support during change announcement
- Practical ideas on resilience, stress management and wellbeing for all those affected
- For those transitioning:
 - clarity on direction in making the right choice, for themselves and their families
 - build confidence in their value and ability to market themselves for a CV, an interview, on social media, networking and negotiating offers
 - job search and interviewing techniques bring to them up to date with relevant knowledge and labour market trends

We also provide one-to-one coaching, workbooks and remote support.

We will partner with you to design and deliver Career Transition and Outplacement Services that meet your organisation's needs.

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, MBTI Assessments for Leadership and Team Building, a Career Development Programme Review, and bespoke workshops and career services.

Enquire today to talk about our career transitions and outplacement services.