

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

The talent challenge

Engaging, developing and retaining talent are some of the biggest challenges currently facing organisations. Talented employees will always have choices – so how can you keep your best and brightest?

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It is critical that businesses take an active role in supporting their existing workforces through reskilling and upskilling, that individuals take a proactive approach to their own lifelong learning and that governments create an enabling environment, rapidly and creatively, to assist in these efforts”

World Economic Forum, 2018.

The solution

Career conversations have been identified as one of the most important factors in building, motivating and developing highly skilled and committed employees. Right Management's 2015 study of how career Conversations drive business success included responses from 4,402 people from 15 countries, including New Zealand. Responses to the question, "If career conversations were more regular" highlight the benefits of effective career conversations:

- I would be more engaged with the work that I do - 82%
- I would be more likely to share my ideas - 78%
- I would be more likely to look for opportunities for career growth at my current employer - 76%
- I would be more likely to stay with my current employer - 75%

Career conversations help employees to see a future for themselves in the organisation, increase job satisfaction, loyalty and motivation, and develop and retain the skills the organisation requires for the future.

Great career conversations build confidence. They allow individuals to reflect on their skills and performance, to think about the feedback they've received from others and to identify their strengths and areas for development. The need for a career conversation can happen at any time and is not always with the line/reporting manager.

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

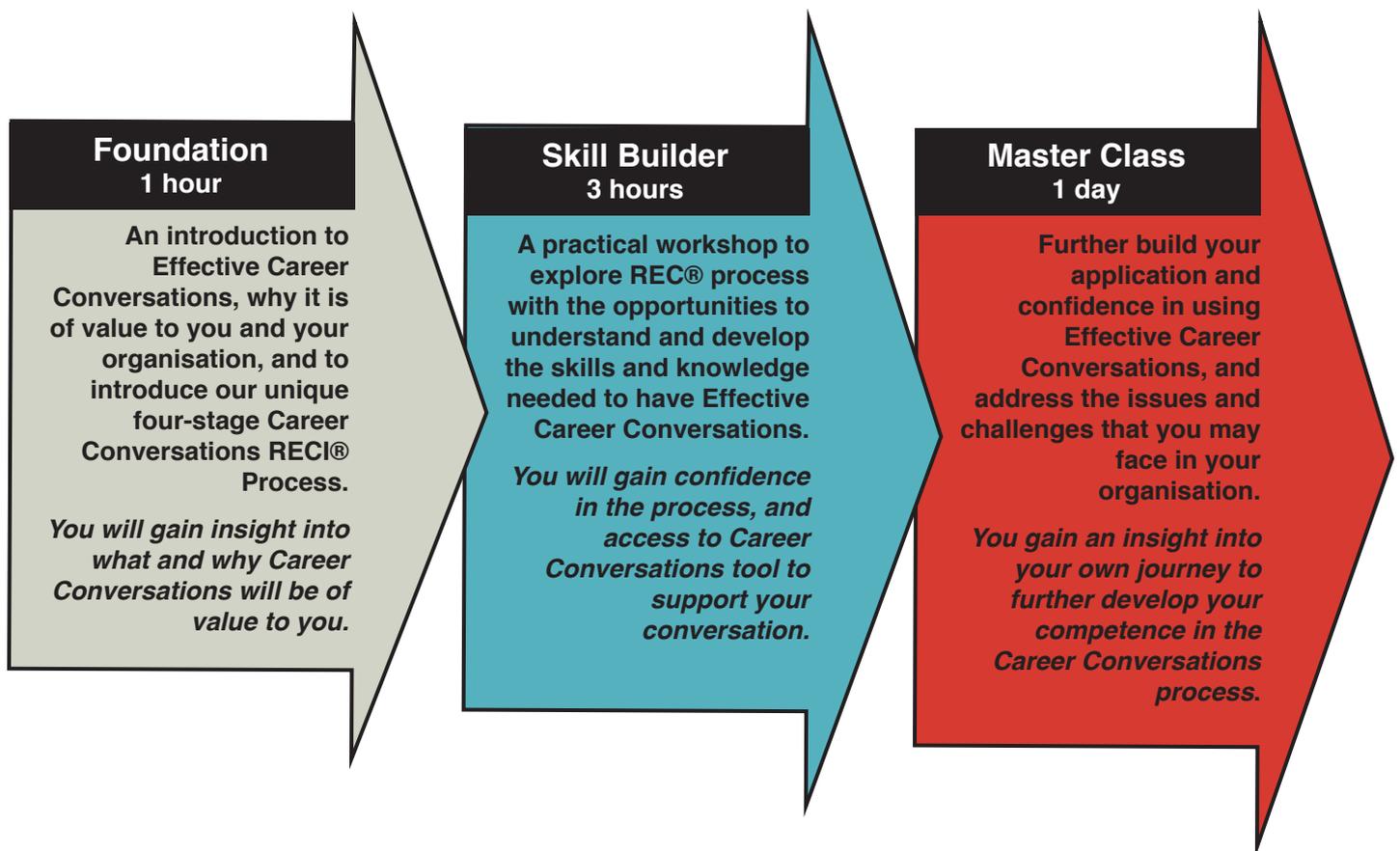
Enquire today to talk about your effective career conversations.

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Our programme

Through our Effective Career Conversations programmes your managers and staff will be equipped with the skills and knowledge to have great career conversations in the workplace. We have developed three customised, practical solutions, supported by coaching, to equip your managers and staff to meet your organisation's challenges.

We can assist you to align career conversations with your organisational priorities to make the best use of resources that are often scarce and contested. The Effective Career Conversations process will add value to the discussions you and your managers may already be having with staff about their work.



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