

What is Career Management?

- People like to feel secure in an organisation while able to build a career and move within it. They often give more - and you tap into their talents.
- Successful organisations therefore offer strong development opportunities, emphasising career goals and skill levels, with transferability.
- Career Management can be part of talent management or succession planning, encouraging a proactive approach to career planning and engagement.

We can help you to...

- Bring your employees' personal and career goals into focus;
- Identify and communicate the internal opportunities for 'ideal' moves; and
- Make all employees feel valued and respected, and a part of the organisation 'moving forward'.

Our expertise enables you to...

- Design programmes and support structures which allow you to maximise employees engagement;
- Encourage individuals to think about what they can offer the organisation rather than getting 'stuck';
- Support wider personal-effectiveness programmes (e.g.) 360-degree appraisal or development centres;
- Maximise development during times of restructure, merger and acquisition, offering a good outplacement service if required.

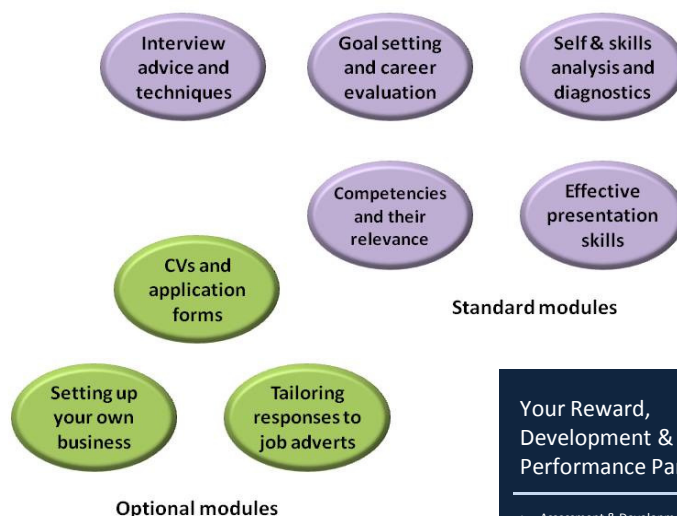
"The work done by Ways was excellent. The quality of the evaluation has given us a clear understanding of the programme."

HR Manager,
A large, non-departmental government body

The process

- We mix face to face and online services, catering for different learning needs. We always keep your budget and other requirements in mind.
- Our managerial grade provision is framed on a competency-based model.
- **Seminars and workshops**
In modular format, allowing you to 'pick and mix'.
- **Career coaching (including executive level)**
Our coaching provision can sit alongside seminars.
- The programme is unique to each organisation and focuses on each individual's career goals.
- At executive level, the focus for our bespoke coaching plan is identified at an initial meeting.

Example Career Management modules



Your Reward, Development & Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Service
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Coaching
- Reward Strategy
- Salary Benchmarking

For more information on Career Management:

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