



CAREER COACHING: ENGAGE, DEVELOP & RETAIN MAXIMISE THE POWER OF YOUR PEOPLE

Target Audience: People Managers who want to Engage, Develop and Retain Good Employees

WHY IS THIS CRITICAL?

Disruption is leading to changing job roles and skills required to adapt and thrive. Managers have a role to guide their people to develop skills and plan their careers with this changing future in mind. Yet the traditional view of career planning and development is no longer relevant.

- Organizations need to have the right skills to succeed
- Managers are consistently ranked poorly on their development skills
- The ever-changing landscape forces employees to plan for career resilience
- Career development is a key engagement and retention factor
- A person's career spans at least 35 years, that's a long time to navigate

HOW IT WORKS?

CareerPower® Classic for Managers is an applied learning experience that enables managers to use the award winning model as a career coach to:

- **LISTEN:** Get employees to talk confidently about themselves, asking right questions
- **LEVEL:** Reflect honestly through a series of awareness-building assessments
- **LOOK AHEAD:** Realistically focus on the big picture and employee impact
- **LEVERAGE:** Use what and who they know to create opportunities
- **LINK:** Link employees to colleagues, mentors and others as advisors

OUTCOMES

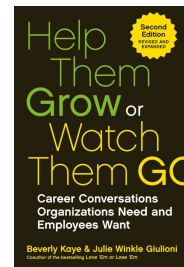
When participants have completed this experience, they will be able to:

- Coach their employees to develop skills and plan their careers with disruption in mind
- Hold development conversations to identify new skills for career resilience
- Manage sensitive topics on promotions and expectations more effectively
- Navigate productive career conversations in the limited time they have
- Encourage employees to take ownership of their career
- Help employees see multiple opportunities to grow; that up is not the only way

WHAT IS IT?

- An interactive experience that mirrors the award-winning *CareerPower®* model
- Assessment tools support conversations; templates facilitate planning and holding successful career conversation
- Multiple delivery methods: face-to-face or virtual instructor-led workshops (9-hour) with print or digital materials
- Other formats available: keynotes, microlearning, train-the-trainer programs
- Internal workshops with flexible delivery options are available to accommodate different needs, geographies, time zones and languages

Based on the award-winning *CareerPower®* model; concepts from *Help Them Grow or Watch Them Go* by Beverly Kaye



Technical Skill Competency:

CAREER COACHING

HRS-PDV-3023-1.1

- Virtual or face-to-face instructor-led workshop options
- 1 hr personal coaching/assessment¹

¹conducted two weeks from workshop

Course Fees ² Non-SMEs SMEs

AGE	(Singaporeans/PRs)	
Above 40	\$350	\$350
Under 40 + PR	\$665	\$350
All others	\$800	\$800

SC: Singapore citizens | PR: Permanent Residents

²Absentee payroll funding at 80% of hourly basic salary, capped at \$7.5/hr (non-SME) and \$4.5/hr (SMEs)

"We conducted a series of *CareerPower* workshops for managers. Our managers shared it was a great course with the most practical tools for career development and IDPs we have ever seen. The examples provided were inspiring too. Thank you for working with us to build a development-oriented culture."

Judy Heng,
HR Director, Life Sciences Company

Public Course Dates

2021: 1 & 8 Nov, 8.30 to 12.30 pm, virtual

2022: 1 & 8 Mar, 8.30 to 12.30 pm, virtual
5 & 12 Jul, 8.30 to 12.30 pm, virtual

Register at: bit.ly/FLAMEWSQA1

