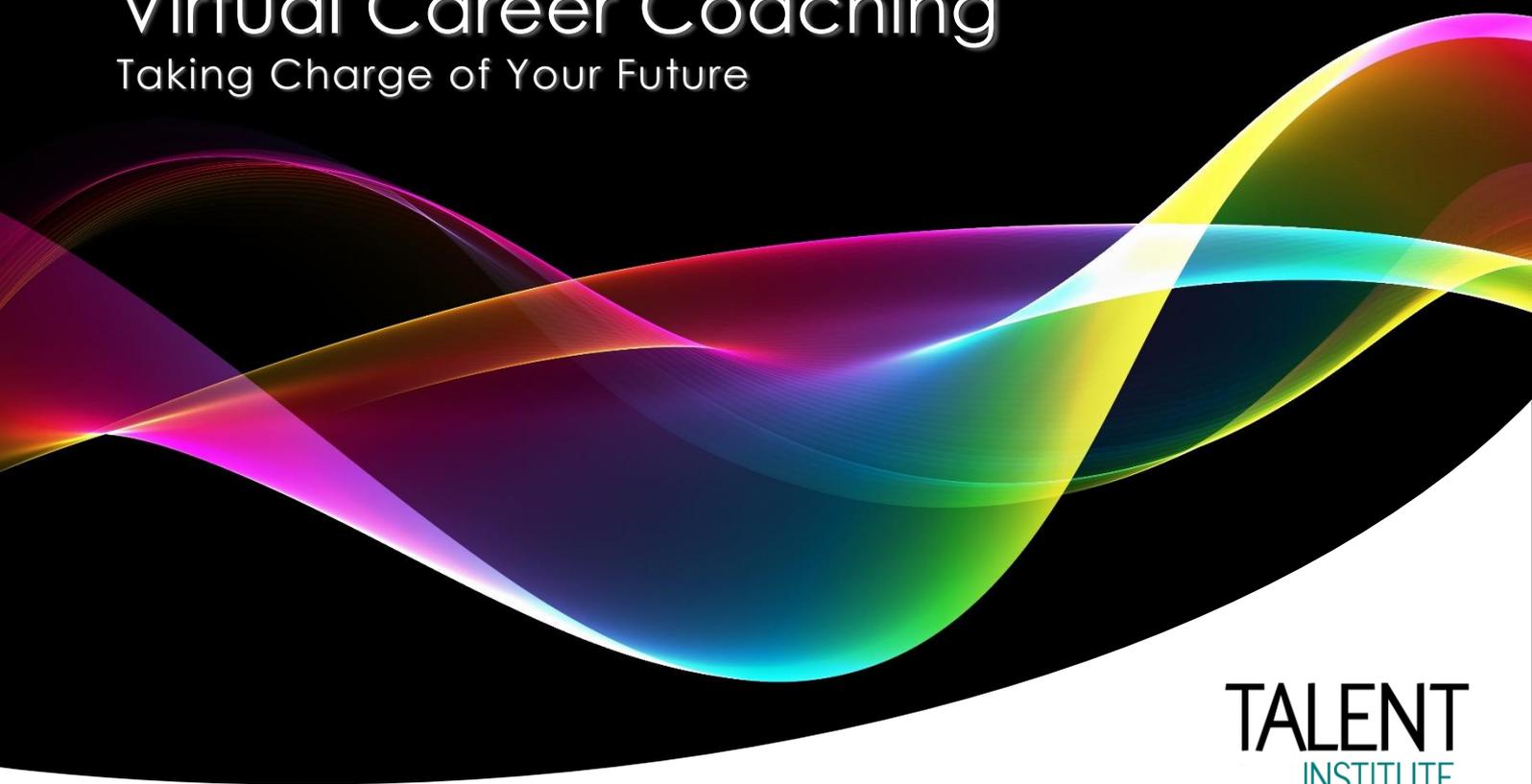


# Virtual Career Coaching

Taking Charge of Your Future



**TALENT**  
INSTITUTE



## What We Know

Talented individuals will seek personal development wherever they can find it. If development is perceived as stalled or blocked, employees will look for opportunities elsewhere.

To prevent a drain of talent, organisations must pay attention to the development needs of key talent segments, and the growth opportunities they provide.

We also know that many people at some stage question the purpose of what they are busy with, or become disillusioned with their chosen careers.

## Questions Executives and HR-Leaders Should be Asking

- Given the context of a post-Covid 19 world and business landscape, what will 'great leadership' in our organisation look like?
- Which criteria and methods do we use to identify top talent?
- What transition-specific learning experiences do we offer our future leaders?
- How do we determine the transition readiness of next-generation leaders?
- What support do we offer new-to-role leaders?
- Why do some of our new-to-role leaders fail to live up to promise?
- How can we ensure successful transitions?
- In general, how do we support the career development of our employees?
- What data do we have that confirms that our investment in employee career development is producing results?

## Questions Individuals Typically Ask

- The world around me has changed. I am confused about what lies ahead. How should I go about my own development, and how do I future-proof my career?
- I am an ambitious high-performer. How should I plan my career?
- Given the demands of a changing World of Work, what must I do to prepare myself for a successful transition into a next level, expanded role?
- I am a member of a designated group whose career progression is being accelerated. How do I avoid a situation which could cause me to fail?
- I am considering a mid-career change. How do I navigate the transition?
- My career has stalled. What must I do to reinvent myself? And how.
- I have landed a new job that presents several challenges. How do I make the transition as stress-free as possible?
- How do I ensure that I remain employable?

## About Career Coaching

Career coaching is a solution-based approach to career decisions, development planning, and personal growth. It caters to the needs of a diverse group, including:

- Individuals who wish to prepare for a smooth transition into a next-level role
- Individuals who are at a career crossroad, and must make a considered choice
- Those who might have been catapulted into a new role for which they do not yet feel ready
- Individuals who realise that ongoing self-development is essential to future-proof their careers in a rapidly changing World of Work.

## Target Audience

Our coaching interventions are aimed at:

- Identified high-potential employees
- Future leaders
- Key role successors
- Individuals who wish to prepare for a next-level transition
- Ambitious individuals who lack direction and may feel trapped
- People whose careers have stalled
- Young adults who are confused about career options.

# Stages in Career Coaching

The engagement begins with clear objectives and runs within a defined framework.

## Obtaining the Brief

A sponsor within the client-organisation (usually a senior leader) will provide the context for the coaching assignment and specify the organisation's aspirations for the individual concerned.

Alternatively, the individual may directly approach a career coach.

## Chemistry Meeting

A meeting between the career coach and the client. This getting-to-know each other meeting is key to the establishment of the relationship. It also provides an opportunity to review the client's current situation and aspirations.

## Contracting

A contract is established. Everyone is clear about the process and the likely outcomes.

## Setting the Scene - Career Interview

As a precursor to a career interview, the client completes a biographical questionnaire and a SWOT-analysis. Both instruments provide valuable information that frames the coaching process.

## Psychometric Profiling

As a next step, the client completes several psychometric measures. These measures provide information about behavioural preferences, ability, values, and career interest. The choice of measures will be determined by the client's unique situation.

## Data-Driven Career Path Conversations

Ongoing structured conversations over a pre-determined period focusing on reflection, learning, insight, self-awareness, and specific challenges relating to achievements, commitments, and disappointments, or issues the client may struggle with.

Depending on the client's need, the conversations may focus on the competency requirements of a next-level role and how to prepare for a smooth transition.

## Process Close-Out

A careful stocktake at the end of the engagement to ensure consolidation of learning, a transition or career development plan, and a strong sense of moving on.

## Our Coaches

Our coaches are licensed psychologists who have a track record in behavioural profiling, counselling, and transition support. Their own development was shaped by exposure to the corporate world in various sectors in different regions.

Our coaching approach is firmly underpinned by well-researched models and a deep understanding of competency development and the demands of a changing World of Work.

## Delivery Platform

The coaching process happens via a digital platform.

## Benefits of Career Coaching

Career coaching is valuable in many ways. In the main you:

- Have an opportunity to reflect on your career
- Receive professional support that is tailored to your specific need or situation
- Overcome mental roadblocks and unproductive behavioural patterns
- Arrive at a well-defined and realistic career development plan.

## About the Talent Institute

The Talent Institute is a privately held boutique professional services firm that focuses on helping clients develop and implement talent management practices to support current business strategies and to prepare for future challenges.

Our core competency lies in our ability to interpret talent analytics in the context of strategy and business impact, and the use of predictive intelligence to inform risk mitigation, capability development and talent investments.

Grounded in organisational psychology, we leverage research, analytics, expertise and industry insights to enable business performance by removing the guesswork from making decisions about people.

## Your Contact

Should you wish to learn more, please contact:

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