

Career Management 201

Tracie Moser, President of Moser
Performance Group

Tracie Moser, CPCC

- Started in the Training and Development field in 1995.
- Taught & Evaluated T&D professionals at the college level.
- Designations in Neuro Linguistic Programming & Professional Coaching.
- Established Moser Performance Group in 2006.
- Specialties:
 - Career Management Training & Coaching
 - Management /Leadership Development & Coaching
 - Professional Soft Skills (ex: communication, generations, strengths)
- Career Management Blogger on MPG Facebook Page (1000 + fans).
- Employment – T&D Roles (10 years)
 - Wal-Mart Canada (Retail)
 - AXA-Insurance (Insurance)
 - George Brown College (Education)
 - Ballard Power Systems (Energy)
- Consulting Experience (5+ years)
 - Radical Entertainment (Videogame)
 - Omicron (Architecture)
 - Fortis BC (Utility)
 - Teligence (Social Networking)
 - Nexon Publishing (Videogame)
 - Alta Health Services (Healthcare)
 - Edmonton Oilers (Pro. Sports)
 - Alberta Pacific (Forestry)
 - Ballard Power Systems (Energy)
 - Meyers Norris Penney (Consulting)
 - Toombs KWA (Career Transition)
 - EPIC – (Engineering Education)

Career Management 101

Branding Self and Taking Action

Influencing the Environment

Building Relationships

Overcoming Obstacles

Targeting Opportunities for Growth

Pursuing Passion

Career Management 201

Branding Self and Taking Action II

Influencing the Environment II

Building Relationships II

Overcoming Obstacles II

Targeting Opportunities for Growth

II

Pursuing Passion II

MPG Career Management 201



MPG 's Career Management 201 is designed for intermediate and senior level employees. This program transitions employees from a tactical to a strategic focus.

3 Hours/Module
3 Months

Pursuing Passion: Strategic Advantage

- Participants in Module 1:
 - Assess their strategic advantage through reflective exercises, feedback and completing the StrengthsFinder 2.0 assessment.
 - Values
 - Strengths
 - Interests
 - Knowledge
 - Skills
 - Style
 - Explore the importance of managing efforts to strengths.



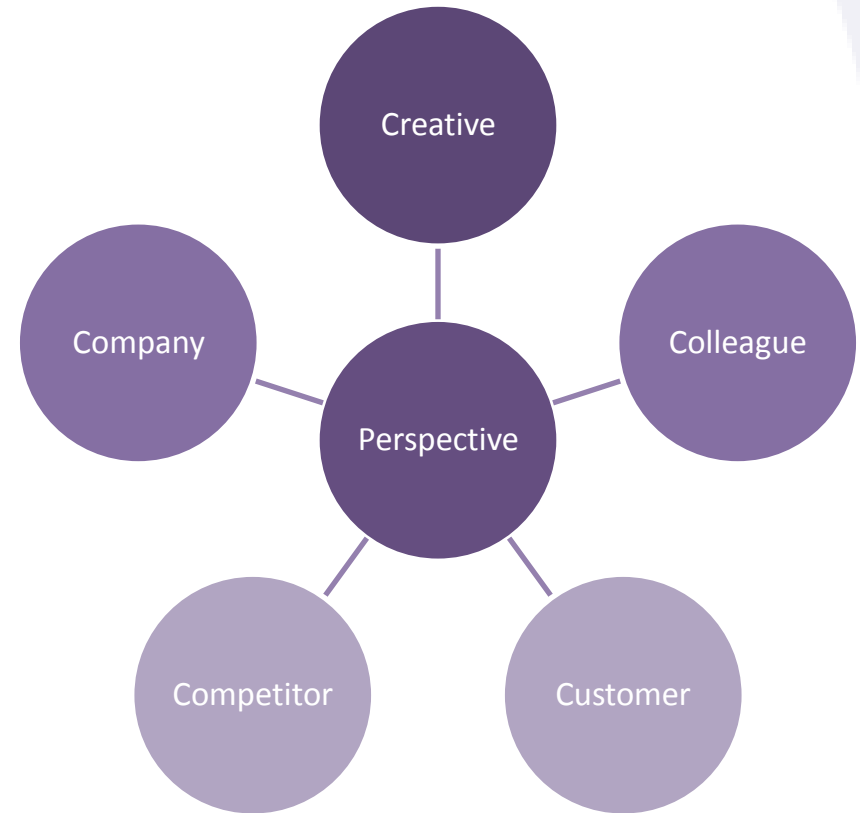
Targeting: Aligning With the Critical Path

- Participants in Module 2 will learn:
 - What to consider prior to before introducing a career initiative.
 - What the Initiative Value Trail and determine who benefits?
 - What the critical path of an organization is and why it is imperative to stay close to it.
 - How to choose the right level of initiative for their position.
 - How to assess the risk of their initiative and whether or not to pursue.



Overcoming Obstacles: Developing Strategic Perspective

- Participants in Module 3 will:
 - Identify what top performers do to develop perspective.
 - Evaluate how their career initiative measures up in the 5 C's of perspective.



Building Relationships: Leadership & Followership: Balancing Both Sides

- Participants in Module 4 will:
 - Explore the differences and relationship between Leadership and Followership.
 - Identify how their team contribution strengths fit into leading and following (Belbin Assessment)
 - Learn about the 5 types of followers and determine when is appropriate and when it is not.
 - How to have a crucial conversation with a manager for the purpose of adding value.

Influencing the Environment: Org Savvy, Power & Influence

- Participants in Module 5 will:
 - Learn the 4 elements of Org Savvy and what it takes to develop this skill.
 - Identify their level of emotional intelligence through an assessment and how this relates to building savvy.
 - Learn the 5 elements of power and how it relates to influencing commitment, compliance or resistance in others.

Creating Your Brand - Career Currency and Action Planning

- Participants in Module 6:
 - Will learn why creating a brand is important and the three elements of a brand statement.
 - Analyze how branding impacts career growth.
 - Present brand statement and receive peer feedback on what to start, stop and continue doing to develop brand identity



1:1 Coaching

- This 90-minute session is intended to integrate learning's, branding and development plans.
- Receive individualized advice on how to handle situations they are currently facing.

CM 201 Feedback

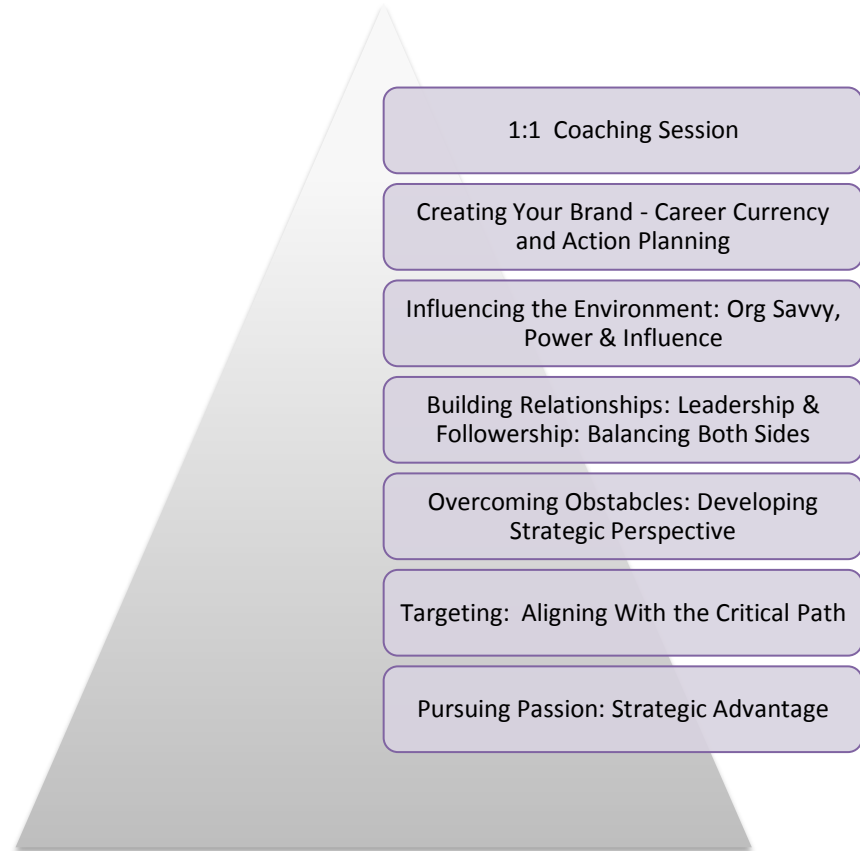
Maureen Molsberry,

Senior HR Manager

Ballard Power Systems

Program Title: MVP Program

“Tracie masterfully created and delivered MVP Career Strategies at Ballard (CM201) courses with the one on one coaching at the end. As a result a Manager, who described himself as sceptical reported having more meaningful career conversations with the members of the team who had taken MVP Career Strategies. Participants have described MVP career strategies as being one of most meaningful program they have taken. We are already receiving requests from key contributors who were unable to attend for next year.”



CM 201 Feedback

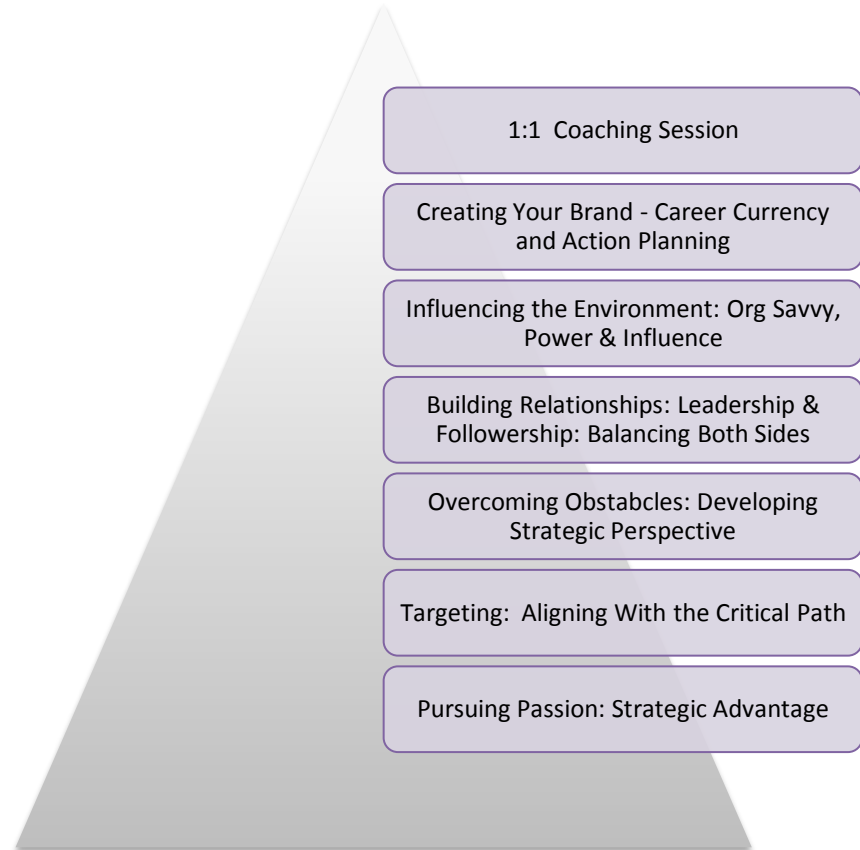
Heather Claridge

Vice-president of HR

OMICRON

Program Title: Career Builder Series

“I recently worked with Tracie Moser of Moser Performance Group to design and facilitate a 6 session Career Builder Lunch and Learn Series. Tracie has significant depth as a career coach and facilitator and participants found her sessions engaging, interactive and insightful. Tracie’s pragmatic approach coupled with a strong understanding of organizations and their dynamics helped to make these sessions extremely relevant and very popular with participants.”



Questions



Tracie Moser

mpg@traciemoser.com

Office: 604-563-6741

Mobile: 604-910-3155