

Implementing A Career Management Program

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)



Why Career Management?

If you're not talking with your high value talent about their *careers*, you can bet somebody else probably is.

Overview

- Organizational Development
 - Preparing Your Organization
- Leadership Development
 - Preparing Your Leaders
- Employee Development
 - Preparing your Employees
 - Career Management 101
 - Career Management 201

Org #1 - HR Audit

- View any existing career development tools such as job posting, tuition reimbursement, competency profiles, performance reviews, training courses and other programs that may be *marketed* into a focused career management approach.
- Are these tools career friendly processes?

Org #2 – Career Focus Statement

- Develop a *preliminary career management statement* for the organization which addresses the needs, priorities and rationale for committing to a career management program.
- What is the emotional contract or value proposition you want to create?

Org #3 - Career Council

- Convene a *career council*; comprising a diagonal cut through all levels/departments of the organization to fine-tune:
 - Organizational career focus statement
 - Organizational – leadership – employee responsibilities
 - Resources and changes to processes
- What needs to be said and done?

Org #4 - Market Career Management Training and Resources

- Select components for the *career management program*.
 - Career Management Workshops - Employee
 - Career Coaching Workshops - Managers
 - Career/Leadership Coaching
 - Training & Development Calendar
 - HR Processes
 - Mentoring
 - Job Shadowing / Rotation



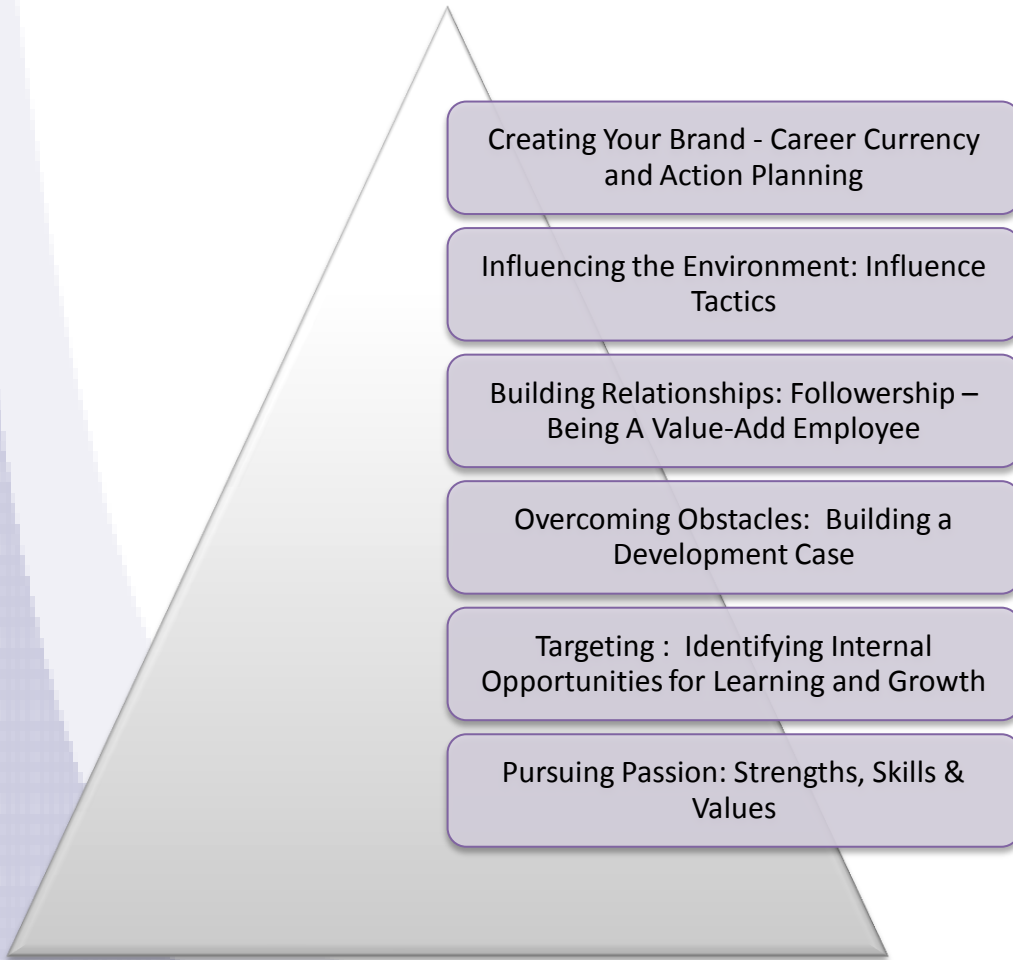
Org #5 - Career Management Info Sessions

- Present *introductory career management information sessions* to provide an overview or resources, answer questions and communicate goals and objectives to all levels of the organization.
- What are you communicating?
 - Career Value Proposition and Organizational Resources. WE CARE!

Preparing Leadership

- Business Case for Career Management – Strategic Advantage and WIFM as a Manager
- Program Details – Roles and Responsibilities, Resources, Changes to Processes
- Training on How to Have a Career Conversations with Employees
- Ongoing HR Support for Leaders in Supporting Others
- Career Support for Managers - Management Development? Coach?

MPG Career Management 101



MPG 's Career Management 101 is designed for new to the workforce or junior level employees. This program transitions employees from entitlement to experience.

2 Hours/Module
3 Months

MPG Career Management 201

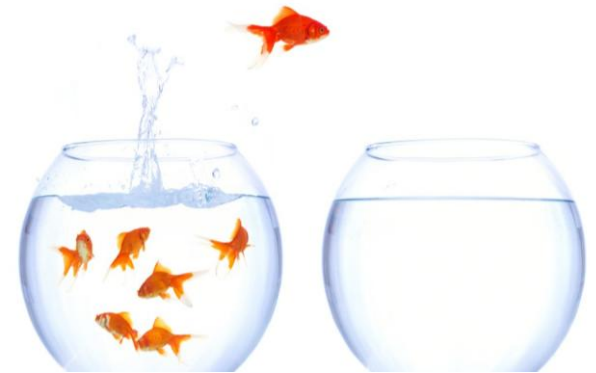


MPG 's Career Management 201 is designed for intermediate and senior level employees. This program transitions employees from a tactical to a strategic focus.

3 Hours/Module
3 Months

Closing Thought

- When your top performers entertain a job offer from another company, they're often fraught with anxiety and uncertainty about the decision.
- It's this uncertainty about the future that often drives people away. Sometimes they just need a good reason to stay, but without a healthy organizational climate for discussing career issues, they're not likely to find one!



Questions



Tracie Moser

www.traciemoser.com

mpg@traciemoser.com

Office: 604-563-6741

Mobile: 604-910-3155