

# Career Management and retaining your valued people



In a tight labour market an organisation's ability to retain pivotal talent has a critical business impact.

# Career Alignment and Decision Programs

## Rationale

In a tight labour market such as Australia is currently experiencing, an organisation's ability to retain pivotal talent has a critical business impact. The use of appropriate talent management and retention strategies will reduce recruitment and replacement costs, enhance productivity and contribute to improved morale.

To meet these organisational needs, Donington has developed highly effective Career Management programs especially designed for Executives, Senior Managers, High Potentials, Leaders and 'valued' employees.

These programs are targeted to individuals who:

- Are high potential
- The organisation is keen to promote
- Are 'valued' employees in whom the organisation wants to continue to invest
- Are seeking their next move
- Are subject to displacement due to restructuring or change
- Face changed career aspirations because the organisation has questioned their suitability or compatibility.

They also provide real benefits for 'valued' individuals and executives whose career has plateaued or needs alignment and re-focus.

Both programs are tailored to individual needs allowing employees to concentrate on career management – the need to take ownership, enhance motivation and to set the course of their career going forward.



## CAREER ALIGNMENT PROGRAM CAREER DECISION PROGRAM

An intensive one-on-one program for talented executives, leaders, high potentials and 'valued employees', who the organisation wishes to retain if they are committed to, and aligned with, the business. The work we do is focused on developing a career planning strategy with the view to reshaping their careers, achieving success in their chosen fields or overcoming the 'plateau' or 'burnout'. The results for the organisation are retention, re-engagement or realignment.

With the career planning strategy completed, a separate piece of work is undertaken as a 're-boarding' option, which will commence the revitalization process and enhance re-engagement.

This program will help your organisation

- > Meet retention goals
- > Enable your people to take control of their career
- > Enable your people to identify future opportunities within the business
- > Send a strong message to the business that your organisation recognizes and values its people
- > Motivate and re-align the people who can really enhance the business

This program is used when an organisation identifies an individual who may be better suited to a new or different role. The program is designed to help the individual to determine their fit for themselves. Our aim is to have employees remain positive, motivated and productive as they evaluate their realistic career options and future. This complex work will assist each individual to determine if they are in the right organisation, right environment, or right role. Critically it helps your organisation ensure that a person entering a new role does so with full commitment and understanding of how this move fits their own career path. This leads to greater productivity and individual and corporate success.

## Value to Organisation and Individual

Both programs provide mutual benefit for the organisation and the individual. Acknowledging the organisation's investment in people's careers to date and the uncertainty of their future, these programs give the organisation and the individual rational data to support career progression and direction. The individual receives insight and is able to formulate realistic career aspirations and potential that enables them to perform successfully in their current position or a new role.

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## Program Content

Both programs allow participants to evaluate their short and long term needs relative to their current situation. They help individuals to understand their career choices and to assess what is truly important to them. At all times, we ensure that they maintain confidence, take control of, and accept personal responsibility for their future career direction.

Program components include:

### **Strategic Career Path Planning**

Assess the alignment between individual needs and the demands of the organisation

### **Career Insight**

Through the use of various assessment tools, participants discover or confirm what motivates them, what they value in their career and the skills they have to offer. We also address career goals to form the basis of effective ongoing career management and achievement of optimal career satisfaction.

### **Career Opportunities**

The development of a personal value proposition, understanding strengths and accomplishments in order to propose where and how they can add value, either within the organisation or the external market. This component will culminate in the development of a career road map.

### **Career Performance Gap Analysis**

This analysis assesses a number of behavioural and technical skills and will highlight developmental or coaching needs for learning and improvement.

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**Note:** An outcome of the Career Decision program may sometimes result in resignation and re-employment in the external market. The completed assessment work can potentially form the basis of a Career Transition Program and the readiness to prepare a personal marketing plan,

should they decide to depart. We find the programs help individuals to be in a much more positive space, more rational and less emotional when the decision to stay or go is finally made. This provides a much better result for both the executive and the organisation.

## Who is Donington and how can we work with your organisation?

The Donington Group is a specialist in career management and outplacement. We have offices in every state of Australia, in New Zealand, in Asia and through our international partners, offer services across the world.

Every Donington office offers the benefits of our highly experienced senior people, local market knowledge and the highest professional standards, technology and expertise to provide the best outcomes for individuals (our clients) and customer organisations.

# DONINGTON

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[www.donington.com.au](http://www.donington.com.au)

In Australia Telephone: 1300 667 144  
In New Zealand Telephone: 0508 366 464  
[admin@donington.com.au](mailto:admin@donington.com.au)