

Career Transition Programs



Donington's highly personalised approach, together with the resources made available to individuals, is designed to increase the quality of activity and the effectiveness of job search efforts.

Our focus is on addressing challenges and priorities. Early identification of challenges and priorities means we can deliver the tailored consulting resources and tools to achieve outcomes in optimal time frames.

//...We engage people in two kinds of work – the technical work of career transition, and the adaptive work. Doing the technical work is necessary, but it is equally important to do the adaptive work to deliver a truly successful career transition outcome... //

How we work...

Donington takes an holistic approach which reflects the classical career management model of:

- **Career Insight** – What do I want from my career? What are my career values and goals? What do I bring to the table to add value?
- **Career Opportunity** – Where are the opportunities that will meet my needs, and how do I access those opportunities?
- **Career Resilience** – An appreciation that everyone experiences setbacks in their career and acquiring the ability to bounce back from those setbacks.

People dealing with redundancy have two sets of challenges

Adaptive – job loss is often perceived as a major negative disruption to long-term career plans and success as well as threatening to an individual's deeply held values, beliefs and behaviours. The ability to adapt and take advantage of new circumstances determines the speed and effectiveness of job search efforts. The adaptive work helps the individual to build sustainable behavioural and attitudinal changes to ensure their longer-term career resiliency.

Technical – this is the work that needs to be done to mount and sustain a successful job search. We work with individuals to identify and confidently articulate what they do and what they want to do – their 'value proposition', then to prepare and execute an effective job search strategy which leads to the 'right' role, rather than just any role.



Director/Executive *The adaptive work is important as the personal impact of career transition is often at its highest at this level. Initial focus is on building a positive mindset to move forward by identifying and working through areas of concern, perceived setbacks or roadblocks. To establish the positioning and platforms required to compete for higher complexity roles, the executive undertakes analysis of strategic skills and leadership and the accomplishments that demonstrate these attributes to facilitate their effective market positioning. We take a long range view of the executive's career path and review the options to meet career goals, providing the tactical support for the next career move. We also develop a more immediate "go to market" strategy for permanent roles, consulting, board positions or portfolio options. On achievement of an outcome, Donington's onboarding support provides the personal road-map for successful induction into the new role*

Senior Manager *The individual works with their consultant to carry out a comprehensive career review, which includes analysis of capabilities and assessment of achievements. The work is done utilizing a combination of consulting and assessment activities and tools. The outputs from this work confirm direction and assist career planning. Increased insight and clarification of skills, values and motivators, a job-search strategy and implementation plan are completed to ensure the individual is market-ready. The individual is supported through the process of exploring opportunities, negotiating the offer and making a successful transition into the next "right" role, equipped with increased resilience to effectively manage future career opportunities and challenges*

...Programs



Group Delivery...

Where tailored group delivery of career transition services is a suitable option, our programs can be conducted at Donington offices, on site, or in regional locations. Program content typically consists of one or two half-day workshops focussing on managing change, skills identification, resume writing, how to navigate the job market and interview skills. To complement the more technical content of workshops, we also incorporate individual sessions with a nominated consultant into our group programs, to address specific needs and the particular adaptive challenges of the individual.

Our Consultants...

- Create a climate of mutual trust built on our commercial experience as well as consistent and predictable values
- Are highly experienced in honing individuals' technical and adaptive problem solving skills
- Work through the career transition process while also remaining responsive to each individual's emerging needs
- Listen to individual concerns to ascertain where and when the adaptive work needs to be done
- Are matched to individuals based on experience, background and personal style

Donington's approach provides a highly tailored service that responds to immediate and emergent needs of the individual throughout their transition program while keeping them focused on their long-term career track – not just 'the next job'.

Each individual needs to operate from a platform of discovery, hope, self-confidence, purpose and perspective – we create an environment of trust which, when combined with the skill of the consultant, provides the impetus for doing the necessary adaptive work a person needs to do to perform productively in the job market environment they face. We direct attention to the emotional challenge, framing issues and containing the feelings of disorder, unpredictability and ambiguity.



Career Search *This program is designed for junior supervisory levels. Program components include understanding of individual skills, strengths and weaknesses, resume development and interview skills training, as well as practical job search tools and strategies*

Manager/Professional/Technical

This program is extremely effective in assisting middle managers and professional/team staff to successfully move through their transition period into a new role. Program components include individual assessment, goal evaluation, skills analysis and skill gap identification, workplace achievements personal strengths and limitations. Following this, a job search strategy is prepared. Once the individual is in the market and exploring opportunities, their consultant becomes a sounding board, source of motivation, and provides debriefing and support until an outcome is secured

Job Search *This program provides technical assistance for individuals at the administrative support level. Sessions with a consultant are tailored to best meet individual needs. Typically, they will cover some skills assessment and clarity of direction, resume preparation, marketing and networking skills and interview techniques*

Self Employment Programs

Depending on individual needs, these options can be delivered as a stand-alone program, or integrated into a full career transition program.

Contracting and Consulting

- Understanding contracting and consulting
- Is contracting and consulting for you?
- Self assessment
- Sub-contracting options and sources of work
- Opportunities for consulting
- Consulting contexts – sole practitioner/partnership

Small Business

- Introduction to small business
- Keys to success
- Small business suitability
- Business structures
- Marketing and business plans
- Sources of support

Active Retirement Planning

This program provides individuals with the support and skills to cope with and understand the impact of retirement. It prepares them to deal with change and provides the tools to enhance clarity of decision making. It provides a safe, confidential process to express individual concerns and put in place plans to move forward to active retirement. Partners are welcome to participate in any/all sessions. Active Retirement Planning can also be run as a workshop to include partners.

Ask us about our client organisation transition support services:

- Planning for restructure
- Maintaining engagement during change periods
- Notification training for managers
- On-the-day support for those impacted
- Change management support for those remaining
- Re-engagement of new teams

DONINGTON
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