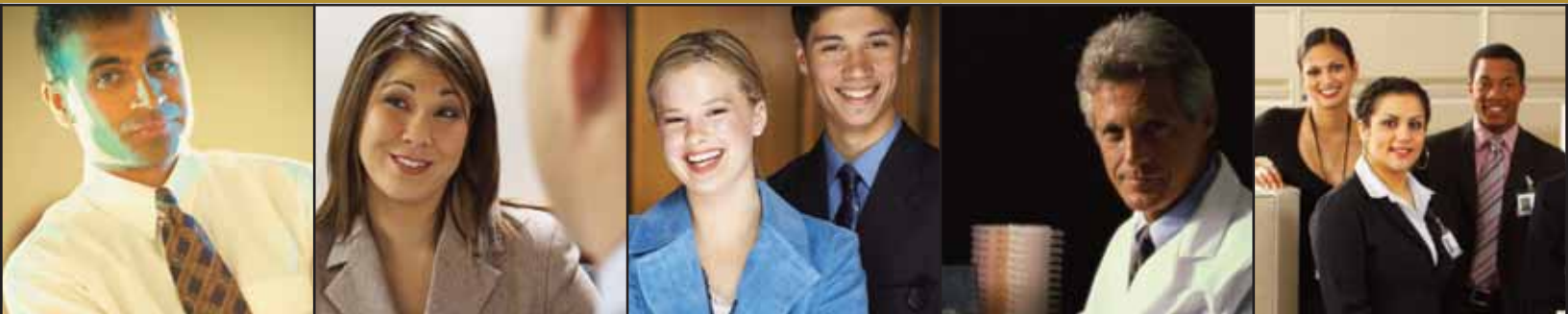




The Business of Strategically Managing Your Career™

...self-assessment, organizational assessment, goal alignment, and action planning.



COURSE OUTLINE

1. First, employees need to learn how to create development plans.
2. Second, plans must be **relevant** to the organization **and** the individual (consider interests, values and competence).
3. Third, employees need to learn how to hold meaningful development discussions.

A one-day tutorial for employees on creating individual development plans focused on the needs of the business.

The face of development has evolved in the past 20 years. In the 90s, it meant career development. Now we have linked development to business strategy. We're helping companies give their people the tools to develop their careers and competencies so that both they and their organization can be successful. **That means driving the business strategy through the organization, giving people the information, the competence, and the tools to grow.** Specifically, *The Business of Strategically Managing Your Career™* ensures our clients achieve competitive advantage by ensuring that people:

- have skills, knowledge, and experience relevant to the business strategy
- have capabilities that can be deployed on a just-in-time basis
- add value to the customer and the bottom line

Internet-based software support – WorkTeam Advantage™

- For reference- replicates the training process.
- Assessments, organizes and stores data and IDP's
- Remote 24/7 access via internet.

A system that allows the employee to easily navigate the complex process of creating a development plan. The WorkTeam Advantage™ internet-based software system allows for self-assessment inventories, creation of development goals, and the integration of all this information into an IDP that meets the needs of the organization and the employee. The system is designed to be used by a variety of users with different levels of sophistication. For those new to the process, we allow deep dives into the content and for those more sophisticated, the ability to get to the bottom line quickly.

OUTCOMES INCLUDE:

1. Retention...development is a great retention strategy. It makes people feel part of the team, the organization's future. The message is clear, "We have a future, you are part of it and we are willing to invest to be sure you have what you need to contribute."
2. Strategy alignment... development is a business imperative. It must be aligned with strategy.
3. Focusing on the future after tough times...organizations that have seen downsizing and reorganization need to get people to focus on the future, not the past. The development agenda is a positive way to do that. It sends a positive message about the future.
4. Building teams... in many organizations people are kept in the dark about the big picture, resulting in disconnected teams that do not see how they fit. The development planning agenda gets people talking about the functions of the organization and how they support one another.
5. Addressing specific longer term competency development – this helps insure that organizations will have the competencies they need to meet current and future goals.
6. Development dollars aligned with business strategy, resulting payoffs in productivity and performance...shareholder value.

Steps in the Individual Development Planning Process



Find Out More

The Business of Strategically Managing Your Career™ is a one-day, instructor-led course that can be delivered at your location. The course will be presented by Stephen Forrer who has been a consultant to the Fortune 100 for over 25 years. Steve has a Ph.D., M.B.A. and was formerly Dean and Vice Chancellor at University of Maryland University College. He has traveled and consulted internationally and has just returned from presenting this program to new managers in China. Call for cost information.

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