

Course Description

Building Careers: Using Career Development Strategies to Help Grow Your Organization AMS205



Overview

A career can be difficult to map out. It is not an event but a lifelong endeavor. A career plan is based on personal awareness and support by personal learning coupled with experience. This course uses the American Society for Training and Development (ASTD) competency model as its core and assists the participants in assessing their current career location and in building a map for the future.

Learning Objectives

- Discuss the components of the career development process
- Identify your organization's strengths and areas for development in supporting employee development
- Develop a plan to integrate career and personal development
- Identify organizational and individual responsibilities for career planning and development
- Compare and balance the career planning and development responsibilities of the individual with those of the organization
- Increase knowledge, skills and awareness about career anchors, transferable skills and the individual as a learning organization
- Identify personal career anchor(s) and discuss the implications of career anchors for the organization
- Introduce mentoring as part of an organization's career development process to support immediate and long range individual and organizational needs

Format

This course is highly interactive and adaptive to participant's interests and needs. A discussion approach is used and is accompanied by individual and team exercises. The coverage is practical but intense and designed to impart usable skills for each participant.

Duration

Two days

Who Should Attend

Trainers, managers, human resource development generalists, and technical specialists would benefit by taking this course.