

## CAREER MANAGEMENT

Most of us can now look forward to a three-stage career and the press is full of articles about building a portfolio career. The trend for greater flexibility in working patterns and promotion of the benefits of achieving work-life balance underpin the need for career management throughout our life.

Traditionally, the period of our lives from school onwards is about learning, being trained and building skills. The second stage of our career is usually the main focus when between twenties and fifties (and often younger) we build our portfolio career because it is unlikely that any of us will stay with just one organisation. The third stage follows this and is an opportunity for exercising choice as an individual about what mix of activities we wish to focus on.

In fact, career change can take place at any stage and we can learn to exercise informed choice from the beginning. The key is to gain the skills of change management and to become excellent at our most important project – a life based on what is important to us.

Most people would agree that Career Management is something we should all undertake during the different stages of our life. Too few people take the opportunity until they are forced to deal with change. When facing redundancy or relocation or the need to change job for other involuntary reasons, people are unprepared and suffer many mixed emotions. When someone is shocked, angry or anxious about the future and, possibly for the first time for some years thinking about a career move, feelings of isolation from colleagues, family and friends can set in. It can be hard to see the positives in the situation.

***Business Solutions' experienced Career Management Consultants and Counsellors*** support people at this low-point so that they discover the many benefits that come from taking the time to review their skills, experience and abilities and to discover what is really important to them. Most importantly, we offer career management before a crisis happens - we all need this opportunity to think creatively and with vision about the rest of our lives.

### How it works:

Individual one-to-one sessions of 1-2 hours each – usually a minimum of six, facilitated by one of our experienced consultants who will set and review objectives and develop a targeted action plan. We listen to individual needs and give a flexible and sensitive response

Determining values, goals and outline career plan using self-assessment tests and tools as appropriate

Input on interpersonal, presentation and interviewee skills through the use of video and CCTV with feedback on NLP/body language as well as verbal communication

CV-building, responding to adverts, managing agencies and networking to uncover hidden opportunities.

Career Management manual to use throughout the process and for life

Our style is to facilitate and coach – giving support and encouraging ownership of the next phase of career development and to plan changes to release potential.

Please contact us by phone or email [Development@BSol.co.uk](mailto:Development@BSol.co.uk) to discuss your needs

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