



## Career Management – an overview

Methven's range of career management programmes has been designed to enable individuals to take ownership of their personal career development and to relate the organisation's objectives to their own ambitions and needs. The philosophy underpinning this process is based upon individuals taking more responsibility for their performance and the management of their career.

### The Methven Portfolio of Career Management Programmes includes:

- ✓ One-to-one Career Path Mapping
- ✓ Individual Stock Take
- ✓ Group Career Path Mapping
- ✓ Career Appraisal
- ✓ Executive Coaching / Mentoring

### The Methven Approach

#### **We work with the organisation to:**

- ✓ Undertake a diagnosis of the organisation's situation and concerns
- ✓ Evaluate the programme
- ✓ Agree the outcomes that are expected and how they are to be delivered
- ✓ Manage programme delivery, supported by appropriate materials

#### **We work with individuals to:**

- ✓ Develop a contract with each individual to establish guidelines and desired outcomes
- ✓ Help individuals to carry out a stocktake of their career and life to date – identifying the package of skills, roles, values, personality, behavioural traits, abilities, achievements and life goals which make up a career
- ✓ Draw up and implement action plans to achieve future career and life goals

### Benefits for the Organisation

- ✓ Achievement of business objectives through enabling staff to contribute their talents fully
- ✓ The right people are in the right jobs, with fewer members of staff "out of orbit"
- ✓ Enhanced performance
- ✓ Employees are more effective in and committed to their jobs

### Benefits for the Individual

- ✓ A clear understanding of their skills, strengths, abilities and areas for improvement
- ✓ Increased self-knowledge and self-worth
- ✓ Responsibility for self-development and ownership of career decisions
- ✓ SMART career objectives