

Take Charge
of Your Career

CAREERSMART™



- Linking career passion and work performance with business goals -



CareerSmart's Retention and Development for Managers/Team Leaders workshop allows managers to design a system for developing and retaining a quality work force and the environment needed to sustain it. This program helps managers and team leaders retain, develop, and coach employees. It can be delivered as a retreat, a four-hour overview or a full day leadership development program.



Excellent as a retreat or special event program

YOUR LEADERS WILL DEVELOP THESE COACHING AND DEVELOPMENT SKILLS

- **Appreciate Uniqueness** – Help your employees get to know their strengths. Show them how to identify their skills, interests, values, professions, personality styles, and accomplishments, as well as how to use them effectively in order to contribute to the future success of the organization.
- **Anticipate the Future** – Show employees how they fit the future direction of the organization. Reveal more about your organization's future direction, structure, norms, and career paths. Help your employees study the trends in their industry, organization, profession, and work.
- **Align Aspirations** – Help your employees identify and assess realistic developmental goals. Teach them how to keep their skills competitive and in line with the future needs of their industry, organization, and profession.
- **Accelerate Learning** – Help your employees define the critical action steps that will keep them in demand. Assist them with creating effective action plans that are specific, measurable, attainable, realistic, and time sensitive.

YOUR RETURN ON INVESTMENT

- Develop and retain the "best" people for an ever-changing work environment
- Identify future competency requirements for business success
- Link individual goals with business strategies
- Establish competency information that can be used in selection and training
- Ensure that you have the right talent to meet future needs
- Improve upon productivity by placing the "right people" in the "right places."

The CareerSmart Leadership binder is an incredible reference tool to be used during and after the program.

Included in your program can be the following knowledge resources:

"Who's Running Your Career" soft cover book

Career Initiative Inventory™

Career Initiative Inventory™ software

Talent 2000 Development Planner™



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