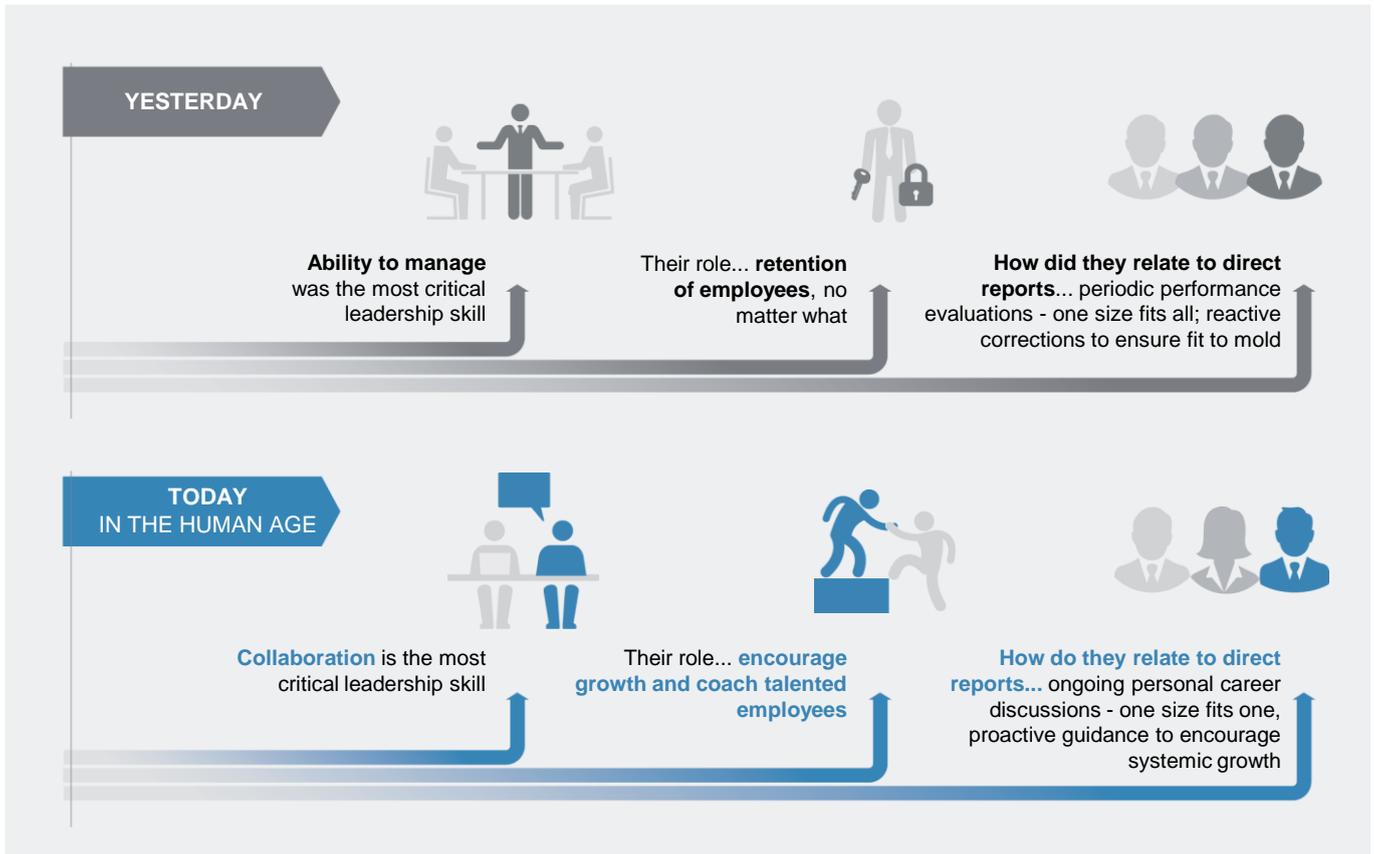


Manager as Career Coach

+ Equip Managers to Conduct **EFFECTIVE CAREER CONVERSATIONS**



Evolution of a Managers Role



Right Person, Wrong Role

As businesses adapt to a changing world or work and look for sustainable growth, skills gaps with a mismatch between demand and supply of talent, means that attracting and keeping the right people in the right roles is challenging.

It is not possible to change your workforce every six months. The focus has to be on engaging and mobilizing talent to support business growth. The stars, to boost engagement and retention with your high potentials, and 'the stuck', to provide a reality check for those with obsolete skills, helping to refocus and adapt.

Embedding a culture of mobility can make a significant difference to workforce performance and business results.

Organizations need to create the strategic vision for talent mobility but its managers who embed a culture of talent mobility.

Fifty percent of employees will look for interesting or meaningful work in their next job. Not a promotion or large financial rewards, but a role that works for them. While most employees understand the need to own their own career, it is up to the organization to be clear on its business strategy and the skill sets needed.

Managers play a critical role as enablers of talent mobility. Responsibility for aligning employees' aspirations to the changing demands of the business. They are the link in helping individuals understand what they do well and how they need to adapt to remain employable.



Jobs they aren't motivated by, engaged with or productive in

Right Person, Wrong Role Study 2017

Manager as Career Coach

Overview

Business
Context

Career
Coaching

Talk the
Talk

Agility

Managers are not always equipped to conduct effective career conversations. It is critical for managers to understand the business imperative for employee mobility and the impact meaningful career conversations will have on delivering the strategic vision.

Manager as Career Coach engages managers in the skills needed to have courageous and meaningful career conversations with team members. To support them in making more informed career decisions as the business needs change. Combining a short overview and workshop with coaching and online manager resources.

2 HOUR SEMINAR/WEBINAR

Overview of the programme, objects and business context.

Understand team member experience and the tools and resources supporting the programme.

1 DAY WORKSHOP

Focus on Manager role and responsibilities and develop skills using key models and approaches. Prepare for and conduct meaningful career conversations.

Support employees in understanding aspirations, needs and drivers. Mapping realistic career paths and implement career action plans. Feel confident having on-going career conversations.

1.5 HOUR COACHING

Prepare for specific career conversations with team members.

ONLINE RESOURCES

Career and managers tools to accelerate the learning and provide ongoing career resources

Tangible results

CHALLENGES



67% of people are not engaged in their jobs or their organizations



40% of employers are having greater difficulty filling jobs, highest level since 2007



1 in 5 people is in the wrong job

IMPACT

Organisations providing career management opportunities are **6 x** more likely to engage key talent.¹

The right people in the right role equates to **29%** higher revenue on average.²

2/3rds of performance drivers are tied to Career Conversations.²

¹ International study on organisational effectiveness

² Talent Study2017

Right Management® is the global career and talent development expert within ManpowerGroup®.

We help organisations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals success in their careers. We've spent the last 35 years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries.



3 MILLION PEOPLE
developed using our services



250 OFFICES
around the world



2100 CONSULTANTS



serve
60% OF FORTUNE 1000

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