



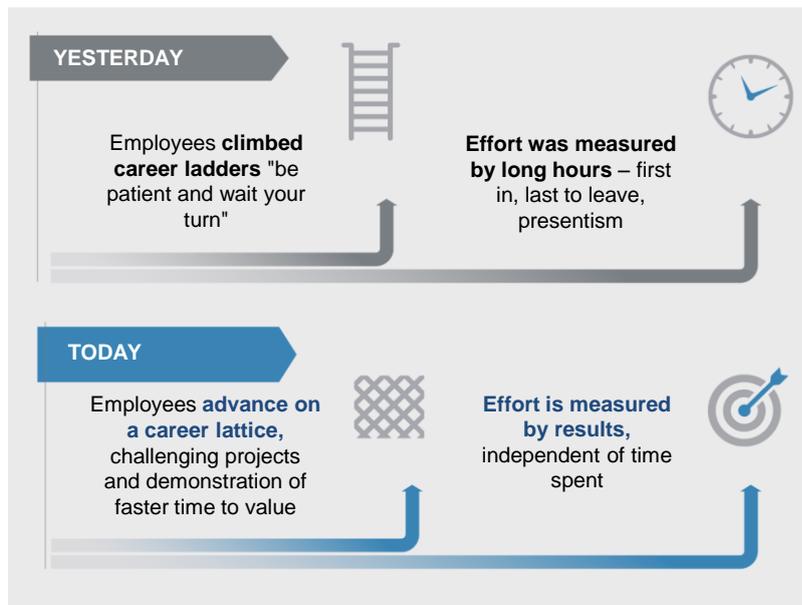
# Personal Career Focus

**+** Accelerate and align employee capabilities with Strategic Goals

## Before 'a job for life' now 'a career for me'

How careers are defined has changed. Definitions of behaviour and performance shaped by highly-defined jobs, multiple levels of supervision and repetitive tasks are being replaced by a model which requires the opposite from workers, the desire to learn, ability to quickly adapt, collaboration and innovative thinking are common elements essential for future growth.

Increasingly, individuals with in-demand skills are rejecting traditional pathways in favour of managing their careers on their own terms. Still drawn to strong employer brands, instead of a "job for life" they want a "career for me." As individuals seek to develop capabilities in meaningful ways, career conversations become the cornerstone in a self-managed career.



## 2/3 individual performance drivers are tied to career conversations

In today's talent-driven market, optimising employee potential is the most critical determinant of future business success. Organisations are recognising this new reality – from being job providers to career enablers.

That means building a culture that encourages personal and professional growth, within or outside the organisation, aligned to changing business goals.

It's time to talk: increase employee engagement and performance with ongoing career conversations. Beyond assessments, the most effective tool for ongoing career development is THE CAREER CONVERSATION, not a single conversation but a series of conversations designed to answer the questions employees care most about:



Who Am I?  
How Do I Fit?



What Is  
Expected Of Me?



How Will My Talents  
And Contributions  
Be Recognized?



How Am  
I Doing?



What's Next  
For Me?



What And  
How Should  
I Develop?

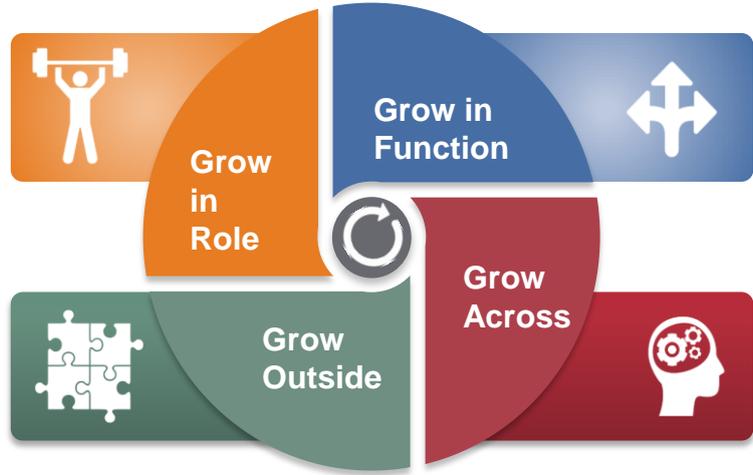
# Personal Career Focus

When skills needs are changing rapidly, employees who were in the right role at the time hire, may now feel or be in the wrong role. But wrong role does not necessarily mean wrong for the organisation. Helping employees continually learn, upskill and develop their career is key to matching your people with the right career focus for them.

Right Management's Personal Career Focus programme facilitates thinking, understanding and career action planning. It helps employees' chart their personal and career development paths and to make informed career decisions on where they can continue to make a positive contribution.

1. Understand business context , objectives, roles and responsibilities.
2. Focus on the importance of agility and mobility
3. Review career to date, build a unique value proposition, and identify untapped potential.
4. Develop a meaningful career map, align what you have to offer and what you want with future business needs.
5. Implement a career development action plan
6. Commit and make informed career decisions.

## Individual Career Focus



### INDIVIDUAL PROGRAMME

8 hours of coaching delivered over five sessions

### MODULAR PROGRAMME

1 hour introductory module  
3 x half day modules  
1 hour career coaching session

Personal Career Focus programmes are supported by online career tools though RightEverywhere® including self-awareness activities, our Learnability Quotient and P2i employability assessments (P3 assessment for executives) and a host of career resources.

## Tangible results

### CHALLENGES



Lack of employee mobility



Lack of "out of the box" career paths



Low engagement



High costs associated with change



Low retention of key talent

### IMPACT



**82%**  
I would be more engaged with the work that I do



**76%**  
I would be more likely to look for opportunities for career growth at my current employer



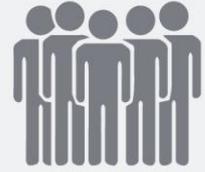
**78%**  
I would be more likely to share my ideas



**75%**  
I would be more likely to stay with my current employer

## 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**

For more information contact:  
Ms. Athanasia Koutra  
Head, Right Management  
Email: akoutra@manpowergroup.gr  
Tel: +30 210 6927400