



Your Career

Career development is about ensuring the right people have the right skills to drive your evolving strategy as well as their **personal goals**.

What's now. What's next. What if.

Career development is one of the most meaningful and personal ways you can impact employee lives. It's an area that is deeply personal because career progress means something different to each and every individual. At the same time, it's an area that impacts your organization. Engagement, retention, and performance improve when organizations support career development. And the organization benefits when talent can be identified for key projects, new roles, or leadership opportunities.

Research and Our Perspective

More than 80% of participants in GP Strategies' pulse survey on career indicated that career development has some impact on—or greatly impacts—their level of engagement.

Our research also shows that when employees think about their career, meaningful, interesting work is the most important criterion they will look for in their next position.

Future careers don't happen based on 10-year plans and career ladders. Careers are now. Employees are taking a shorter-term view of career development. Instead of waiting to be satisfied by career development milestones set for the future, they want to be satisfied today and tomorrow with the work they do. And they need to be prepared for the fact that their career will likely be disrupted by change they can't avoid or by the life choices they make.

GP Strategies' approach to career development takes this information into account. Our approach to career development supports career exploration today, encourages planning for tomorrow, and anticipates the unexpected—what's now. what's next. what if.

Your Career allows participants to:

- Reflect on their identity—what's important to them, what they are good at, and what they like to do.
- Explore their reputation—how others perceive them and the impact of their reputation on the work they are attracting.
- Identify actions for minimizing the disconnect between identity and reputation and maximizing alignment.
- Obtain ideas for building a vibrant, mutually beneficial “career community.”
- Prepare for career disruptions—unintentional or intentional.
- Clarify their career vision and identify actions for making it happen.

Your career can be run in one session or three distinct chapters, depending on your organization's specific needs. The in-person workshop is available now. The virtual experience is available in a single session that covers all of the learning topics (as opposed to 3 separate chapters).

What's now.

is about understanding key aspects of who you are, how you're perceived at work, and how the difference between the two affects your career development.

This chapter explores:

- **Identity:** What's important to you? What are you good at? What do you like to do?
- **Reputation:** How do others answer those questions for you and what kind of work are you attracting?
- **Alignment:** How do you bridge the gap between the identity and reputation?

What's next.

is the acknowledgment that, to get to where you're going, you have to have a vision, you have to have a plan, and you have to have the right people around you.

This chapter explores:

- **Career Community:** The five roles that everyone needs in their network.
- **Networking:** What it is and what it's not for the short and long term.
- **A Plan:** Identifying steps for reaching your vision.

What if.

supports preparedness for when the inevitable change (either good or bad) happens.

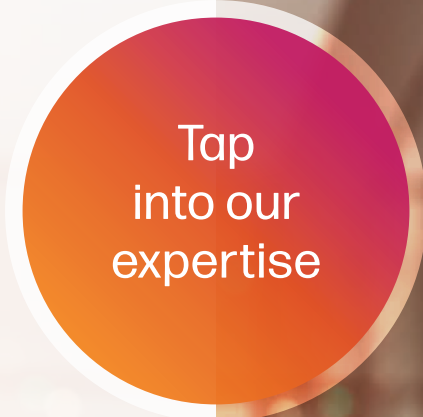
This chapter explores:

- **Career Storytelling:** How to envision your future and action plans based on your toolbox of accumulated skills and experiences.
- **Resilience:** How to move forward from career disruptions.
- **Buffers:** Ideas for creating distance and gaining perspective.

Sustainability

The following tools help ensure participants apply their learning for career success:

- A 10 day email challenge that walks employees through action steps from the program to help them craft a thoughtful and impactful conversation with their manager.
- An interactive checklist to guide them through the process of further clarifying their career vision and building their career community following what's next.
- An infographic that adds further nuance to the concepts of buffers and crafting your career story.



Tap
into our
expertise



• • • For more information on the **Your Career** workshop and virtual learning sessions, visit gpstrategies.com.



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