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Career Development Workshops

What Happens at the End of a Graduate Development Programme?

Having already made a significant investment in its graduates, a major engineering and manufacturing company recognised the need to ease the transition from a graduate development programme to a full time career.

The solution was to provide a series of Career Development Workshops run by The Development Company.

A clear set of objectives was agreed to help the graduates to:

- Become responsible for their own career development
- Understand the roles and career options available and be aware of the mechanisms used within the company to monitor performance and track careers
- Understand the need for depth and breadth of learning & experience in career management
- Experience examples of career case studies
- Identify training pathways and where to find information
- Recognise their own values, career drivers and life priorities
- Recognise that early choices made are not lifelong commitments
- Understand business values and how these affect the work environment
- Define success and develop a personal development plan

Prior to the workshop each graduate was invited to submit three questions that they would like answered during the workshop. In addition, each graduate completed a personality diagnostics questionnaire and nominated individuals to provide 360 Feedback.

The two day workshop started with gaining an understanding of what the results of the personality diagnostic questionnaire mean. This was then combined with the 360 Feedback to gain a better understanding of each individual's style and how they are perceived within the organisation.

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The second part of Day 1 focused on the values of the organisation and what personal qualities are required to be successful. This was supported by presentations from guest speakers who shared their personal experience and presented their career progression.

The second day started with a review of the questions submitted prior to the workshop to check if they had been answered during the previous day. This was followed by a detailed overview of what career paths were available and what personal development was required for each path.

Further discussion took place to identify key stakeholders and how to develop a network of useful contacts.

During day two more career case studies were presented.

By the end of the workshops the participants had a better understanding of their strengths and weaknesses and a better idea of what careers were available for them to pursue. During the workshop they identified areas for personal development which were included in their personal development plans.

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