

PILOT

YOUR CAREER

Supporting your
team members'
career development

Ian Harcourt 2024



Leadership is communicating to people their worth and potential in a way that is so clear that they come to see it in themselves

— Stephen R Covey





THE CAREER SWEET SPOT

Focusing on using and developing strengths at work has been shown to boost employee confidence, engagement and productivity, leading to better performance and lower attrition. The sweet spot is playing to your strengths, in a role you enjoy, delivering what the business needs.



- What have you always loved doing?
- What job-related opportunities are you passionate about?
- What are you really good at?
- What opportunities do you see for growth and development?
- What would make your work more meaningful to you?
- What contribution would you love to make in your current role





SUPPORT CAREER PLANNING

A 2020 study by Deloitte found that employees who feel that their company supports their career goals are more engaged and motivated.

- Encourage team members to use the ***My Success Plan** to define their career objectives and develop a plan to achieve
- Encourage team members to have an active ***Individual Development Plan** in place and regularly review/update with them
- Encourage **Job Watches** to find out more about other areas
- Suggest other roles, secondments and interdepartmental projects aligned with their aspirations

* Available on the Pilot Your Career SharePoint site





CREATE A CULTURE OF CONTINUOUS LEARNING

According to a 2021 LinkedIn study, 94% of employees said they would stay at a company longer if it invested in their career development.

- Support attendance of learning and development activities such as online and classroom courses, job watches, use of further education policy etc.
- Encourage employees to share knowledge and best practices with other team members and departments
- Meet with team members pre training to discuss learning objectives and post training to help apply the new learning on the job





PROVIDE MEANINGFUL, SPECIFIC, TIMELY FEEDBACK

A 2020 study by Harvard Business Review found that employees who receive regular feedback are more engaged and satisfied with their roles.

- Provide timely (as soon after the behaviour as possible) reinforcing and redirecting feedback as appropriate
- Praise progress, it's a moving target - catch people doing things right or almost right
- Create a culture where its safe for people to give each other feedback
- Support the use of available 360 assessment tools (ie 7 Habits benchmark)





OFFER GROWTH OPPORTUNITIES

According to a 2021 survey by PwC, 79% of employees said they would consider leaving their current job for one that offers more opportunities for career growth.

- Consider job rotations, special projects and leadership development programs.
- Provide access to available mentoring and coaching





ENCOURAGE NETWORKING

In a 2021 LinkedIn study 80% of professionals consider networking important for career success..

- Encourage and support participation in industry events, professional associations and company steering groups like TWICE, CSR etc.
- Support team members in taking part in internal mentoring programs and resource groups
- Encourage participation in internal comms events ie breakfast meetings, HR Job fairs etc.





EMPHASISE WORK LIFE BALANCE

Supporting career growth doesn't mean sacrificing work-life balance. In fact, research shows that employees that have a good work-life balance are more productive and engaged.

- Hold regular, monthly 121s to help your team members get and stay engaged. Use the manager and direct report ***121 Prep Tools** to uncover any potential issues
- Promote employee support resources such as **Employee Assistance Program, Mental Health First Aiders** as well as any training to manage stress and maintain well-being

* Available as part of the 6 Critical Practices for Leading a Team training



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