



# David Moont Consulting

## Career Development

The career development program is specifically designed to help managers and staff develop and manage their careers within the organisation. It is based on and directly linked to the competencies identified by the senior management team and the basis of the leadership development program. It provides the development part of the performance management and review program as well as the basis for succession planning in the company.

It is based on a program used internationally in best practice organisations known as

**Career Self-Reliance©**  
A process for Lifelong Learning and Development

### **Audience: Managers & employees**

This program represents the best thinking and tools currently available to help employees manage their careers within organisations and in today's business environment. In this highly interactive workshop, and in the follow-up sessions with a professional career consultant and coach, participants gain the knowledge and skills to implement a professional development plan and prepare for development discussions with their manager.

What differentiates this program from other internal career management programs is the focus on the participants learning to benchmark themselves against future organisational requirements on a continuing basis, thus taking responsibility for their career development by "being ready".

For managers, the program provides specific steps to assist them in becoming career coaches for their staff as well as ways to develop staff other than the usual courses.

The program helps identify the specific behaviours and skills required as well as providing the "how to" for the participants to develop for current and future needs.



### **Key components of the program include:**

- Introduction to Career Self-Reliance©
- Understanding Yourself
- Understanding the Environment
- Integrating You, the Environment, and Taking Action
- Creating an Action Plan
- Conducting a Development Discussion

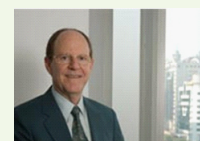
### **After completing this program participants will be able to:**

- Define career self reliance and the steps they need to take to become self reliant in their careers both within the organisation and in the business world at large.
- Understand their personality and behaviour, their values, their skills, knowledge and characteristics, and how to use this knowledge to manage their success in organisations.
- Understand and identify the work effectiveness skills, technical and functional skills and behaviours essential for success in organisations and how to develop these skills and behaviours.
- Identify trends effecting them and the organisation now and in the future.
- Understand and use benchmarking as a tool to develop themselves for the future.
- Prepare a Career Development Action Plan and Career Development Goal with specific steps.
- Plan and conduct a Development Discussion with their manager and their mentors
- Use the action plan to develop mentors and effective mentoring relationships

A two day program followed by a one hour professional career consultation session arranged with the participants 2 to 4 weeks after the initial workshop.

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Career Development Programs - Career Self-Reliance