

Individual Career Development

Purpose...

The Individual Career Development & Support programme has been developed by Kiddy International to meet the needs of individuals at times of career transition.

This is a 1:1 programme where the individual works through personal feedback, option selection and career coaching with a Kiddy International coach, to help the individual advance further in his/her career and personal development.

The standard programme consists of six sessions of approximately 2 hours. The programme may be extended as required by the individual or present/future employer.

Programme Details...

Our programme is based on the individual being helped to develop a comprehensive understanding of themselves in relation to their career. It offers the individual the opportunity to select the career option(s) that are most suited to them. It normally follows the stages of:

- ◆ Discover
- ◆ Discuss
- ◆ Develop
- ◆ Deliver

The individual begins the process with a comprehensive biographical and data gathering session. Normally this in-

cludes a series of psychometric papers and, where appropriate, the completion of a range of career development tools. The individual subsequently participates in extensive discussions covering the following basic but key questions:

- ◆ Where am I now?
- ◆ Where do I want to be?
- ◆ How do I get there?

At the end of each session the individual and coach agree practical issues for consideration and action.

Style & Support...

Our aim is normally to challenge the individual's thinking and to provoke further action on how to develop the individual's career. E-mail & telephone support is available throughout, so that issues between meetings can be dealt with promptly. Additionally support is given on:

- ◆ CV preparation
- ◆ Developing a useful network
- ◆ Interview techniques
- ◆ Effective presentations

Suitability...

The programme is most suitable for:

- ◆ Individuals who have reached a mid-point in their career and want

to consider the best way forward

- ◆ Situations where the individual is encountering some difficulties in achieving desired outcomes
- ◆ Individuals who need to develop their profile in preparation for further senior level work.
- ◆ People who want to gain a better understanding of themselves and how they impact others.

Location...

We provide this service both nationally and internationally. Meetings may take place either at our London offices or at the individual's preferred location.

Fees...

Our fee for this programme is payable at the start of the assignment in UK Sterling. For UK clients VAT is charged at the prevailing rate. Travel expenses are invoiced at standard rates.

Confidentiality...

Confidentiality is a key part of our service. We act as professional, unbiased coaches with a concern for the individual we are supporting. We do not provide any feedback to the client organisation on specific individuals.

