**CAREER COACHING**

There are critical times in our life when we either choose to or are forced to make changes. At such times, being able to answer questions such as: ‘Which career opportunities are there? r ‘How did I get where I am?’ and again, ‘How can I make the most of my talent?’ Am I better off starting my own business? will put people in a better position to plan their next move and to have a vision for their future. Taking a step back to assess both life and career is important not only for a better understanding of our own values, skills and abilities but to avoid the career/life being shaped by accident, rather than by what one ‘really’ wants.

With this in mind we have come up with a suite of products both for organisations and for individuals:

**WORKSHOPS that we can customise and deliver to your organisation**

The workshop is highly interactive and designed to identify and address barriers to career advancement and fulfilment while sharing experiences in a safe and stimulating environment.

**Programme Objectives:**

* Assist delegates in identifying their key motivators, values and strengths
* Increase confidence and power through self-knowledge and identification of appropriate career opportunities available
* Provide participants with practical tools and techniques to achieve their career goals (e.g. objective setting and action planning)

**Our Approach**

* We draw from a theoretical and research base, to develop practical activities and exercises that allow the participants to understand their career aspirations and how to achieve them
* We tailor the programme to the needs and culture of the organisation
* We create a workshop style that is highly active and participatory: appealing to all learning styles
* We place great importance on the workshops being sustainable and integral to participants’ working context
* We work with short consultant led inputs with the majority of time being spent on group and individual exercises
* We also offer one-to-one career coaching to organisations and all members of staff. At the heart of this work is an individual who is at a bit of a cross-road. Are they in the right job? Is the role right for their skills? What possibilities are open to them?

Sometimes we are contacted by an employer and sometimes by the employee/individual direct.

An employer may want to offer career coaching as part of a redundancy or redeployment programme. An individual may want reassurance that the job they have, or the one they aspire to, is right for them.

**TO FIND OUT HOW THIS WORKSHOP CAN HELP YOU OR TO ORGANISE ONE PLEASE** **CONTACT US NOW ON + 44 (0) 20 8 3432520**WITHOUT OBLIGATION!

**RUNWAY TO SUCCESS: 5 steps to career management**

A programme consisting of a suite of five modules, downloadable online, designed to take the individual from an exploration of self, to visioning one’s desired future and turning that vision into reality. The exercises are entirely for the individuals’ benefit as there are no right or wrong answers. They are lifelong tools which may be revisited at different stages of one’s life and career. The modules follow a logical process. The most effective way to use them is in conjunction with a career coach or a significant other whose listening, supporting and challenging skills you value.

**Runway to Success** is a **FREE** toolthat you can use on your own; with the support of one of Shine's qualified career coaches. It has been written for women by women with 20+ years experience in supporting women in their personal and professional development. It is highly practical, yet holistic in approach, with a strong focus on self analysis.

* **Downloadable Career Management Programme with one2one career coaching (up to 90 minutes - sessions can be held face to face or Skype).**  **1 Session** at **£150.00**
* **Downloadable Career Management Programme with one2one career coaching:** **3 sessions at £400**

Do contact us on 02083432520 for an informal chat.