

Excelling Through Transition

Career and self-development for times of uncertainty

When you are at a time of career change or uncertainty you need to be in touch not only with your personality, strengths, and experience but also your Motivated Abilities.

This programme is about making effective career and promotion choices. It is ideal for people experiencing transition: whether moving within an organisation, or between organisations.

Using an informal interview approach this programme gathers and structures this information about your achievements to describe "what makes you tick." The things that we enjoy and do well are themes common to our work and leisure and are to do with not just activities and results but also the "raw materials" and mechanisms we use and our roles and relationships. Awareness of achievements is central to leadership development.

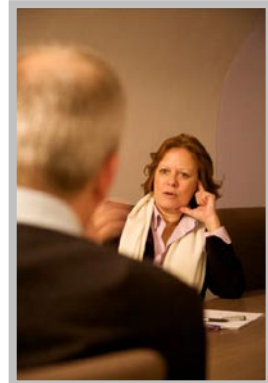
Effective career planning draws on individual's Motivated Abilities to: inform choice of role; maximise job satisfaction; and develop ways of fulfilling role and tasks that suit the individual's strengths and skills.

The programme uses the SIMA[®] *Who Do You Think You Are?* process giving delegates the time to reflect and learn.

Learning Outcomes

- Personal reference material uniquely documenting your Motivated Abilities, which is a valuable tool for making career choices and improving effectiveness in work
- Great clarity of the way that you add value and create, to assist your key decision-making
- Growth in self awareness, courage, and knowledge of what you really want from life

Additional fees will be charged for the individual profiling tools.



Richard Hovey



Richard has over 30 years experience in business and in the third sector including plc's such as Intel and GEC-Marconi. His SME experience ranges from sales and marketing in the IT sector to CFO of an advertising agency.

In the not-for-profit sector he has held director level and trustee appointments. He has held significant positions in almost every core business function, which means that he can easily relate to the issues that leaders face.

Richard's skills have developed through independent coaching and working as manager-as-coach, so he is able both to develop leaders and to train them to use coaching in their own work. His recognition of the often unmet support needs of CEOs and directors of smaller organisations has led him to focus on working with people in these demanding leadership roles

Richard values uniqueness and tailors his approach to the individuality of his clients. Underlying all Richard's work is the belief that when people reflect on their experience and understand themselves - their personality, strengths, and ways of communicating -this transforms the way that they live and work as well as building the organisations that they are part of. "To do new things we need to see in fresh ways."