

Essentials of Career and Professional Development

Trish Hall

Tall Poppies Director

Outline

- 5Ps of Career Development
- Strategies for development
- Roles of Managers



The 5 Ps

PLAN: What are my next steps?

POSSIBILITIES: What are my options?

PLACE: What is the world of work like?

PERSPECTIVE: How do others see me?

PERSON: What are my work skills and preferences? (Self-assessment)



TALL POPPIES 

Benefits of Professional Development

To Individual:

- Individuals get in 'driving seat'
- **Commitment** to their **profession** and **organisation**
- **Confidence** to **lead** themselves and others



Benefits of Professional Development

To Organisation:

- Increased **commitment** and retention
- **Quality** improvements
- **Bigger picture** understanding
- **Innovation**
- A culture of **learning**



Development Strategies

1 Seek
challenging
assignments

Seek training
for targeted
skills **2**

Seek **3**
developmental
relationships

4 Learn from
current
hardships



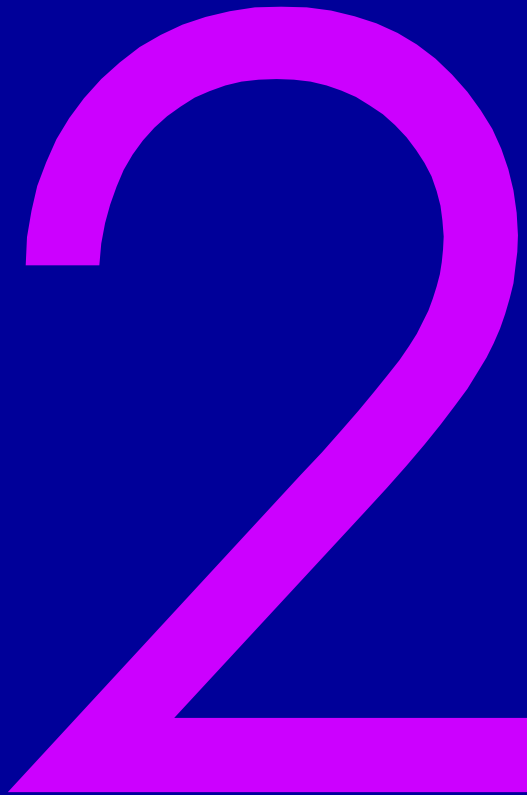
Seek Challenging Assignment



- Take **responsibility** for new developments
- **Special** Projects
- Secondments
- Task forces
- Capitalise on this **opportunity** to go to more depth
- Work more closely with **others** doing the same work



Seek Training for specifics



- Target skills needed
- Shadowing, learning groups
- Training Programmes
- Journals, logs
- CD-Roms, Videos, reading
- Handing on the learning to others

Seek Development Relationships

3

- **Feedback** provider – people and **tools**
- **Mentors** and coaches
- Role **models**
- **Peer** learning group

Learn from Current Hardships

4

- In **work** – specific support
- In rest of life – appropriate **support**
- **Reflection** time





What YOU can do

- **Create** an expectation of staff being in driving seat
- **Provide** high quality and timely feedback and discussion time
- **Suggest** developmental assignments and relationships
- **Support** staff action plans
- **Allow** time for team learning





TALL POPPIES 

*Ko te pae tawhiti whaia kia
tata. Ko te pae tata,
whakamaua kia t iina.*

Seek the distant horizons. Cherish
those you attain.



