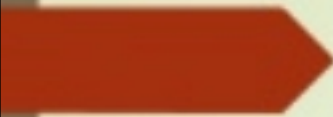


Career Development

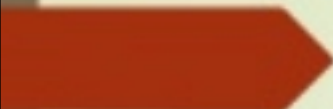
- Career development is the interaction of psychological, sociological, economical, physical and chance factors that shape sequence of jobs, occupations/profession or career that a person may engage in throughout a lifetime.
- It involves a person's past, present, and future works roles.
- it is linked with a person's family life, self-concept, and all aspect of the person's environmental and cultural condition.
- Career development is an ongoing and formalized effort that focuses on developing enriched and more capable employees.



Definition:

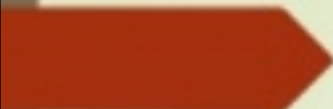
"Career development is a process in which personnel experience, concept and publicly observable aspect of career interact to precipitate each successive stage of occupational statuses".

- **Mansfield**



"Career development is a process of planning the series of possible jobs one may hold in an organization over time and development strategies designed to provide necessary job skills the opportunities arise".

- Middlemist, Hill and Greer



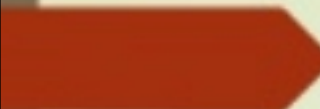
"Career development is an ongoing process that occurs over the life span; includes home, school, and community

- **Pietrofesa and Spleta**



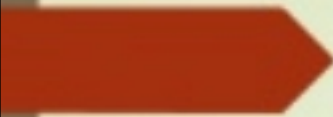
"career development is self-development over the life span through the integration of the roles, settings, and events of a person's life".

- Gysbers and Moore



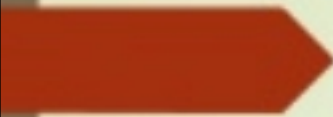
Characteristics of CD

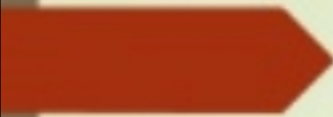
- It is an ongoing process,
- It develops and shares transferability of skills and competencies,
- It aligns individual goals with organizational goals for increased satisfaction of employees,
- It helps individual to develop skills and competencies required to fulfil present and future leadership roles within an organization ,
- It strengthen professional work culture in the organization.



Importance of CD

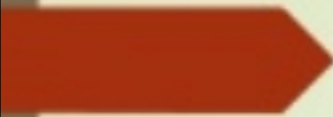
- It helps in developing skills and competencies of employees for initiating, expanding and managing an organization effectively with focus on real life business situations and business practices.
- It develop in developing entrepreneurship spirit and potential amongst the employees in order to make them successful innovators.
- To facilitate the acquisition of requisite skills, knowledge and competencies for organizational excellence.

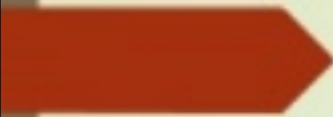
- 
- To develop and create a pool of talented people to successfully execute the business strategies of the organization.
 - To devise and implement a talent management system in the organization
 - To facilitate succession planning and development to ensure long-term growth and success of the organization.



Principles of CD

- Dissemination of current information about the organization and future trends helps employees create more realistic career development goals;
- Focus on skill development by providing learning opportunities;
- Opportunities for promotion and/ or lateral moves contribute to the employee's career satisfaction;

- 
- A greater sense of responsibility for managing one's own career contributes to self-confidence;
 - Career planning and development clarifies the match between organizational and individual employee goals;
 - Its cost-effective to use current employee talent to provide career development opportunities within the organization;

- 
- Career development increases employee motivation, equality and productivity;
 - Organizational attention to career development helps to attract top professionals and retain valued employees;
 - Supporting career development and growth of employees is the founding philosophy of human resources development

Challenges you may Face....

- “I’ve started a new job in a company that’s so different from the one I came from. I feel it might be a mistake.”
- “I’ve been promoted from supervisor to project manager, and I’m struggling to know what to focus on.”
- “I’ve moved from an operating role to a regional HR position and feel like I’m wading in quicksand.”

Challenges you may Face....

- “I’ve started a new job in a company that’s so different from the one I came from. I feel it might be a mistake.”
- “I’ve been promoted from supervisor to project manager, and I’m struggling to know what to focus on.”
- “I’ve moved from an operating role to a regional HR position and feel like I’m wading in quicksand.”

Challenges of Career Planning....

Michael Watkins, author of "The First 90 Days", presents 5 types of challenges that professionals and leaders can face during their career.

- **The promotion challenge:** Moving to a higher level in the hierarchy and understanding what success looks like at the new level, including issues of focus, delegation, credibility and leadership.
- **The leading-former-peers challenge:** Managing a team of former peers with the inevitable dilemma of establishing authority and altering existing relationships.
- **The diplomacy challenge:** Moving from a position of authority to one in which influencing others and building alliances is critical.

Continue....

Challenges of Career Planning....

- **The on-boarding challenge:** Joining a new organization and needing to quickly understand and adapt to a new culture, new people and a new political arena.
- **The international move challenge:** Leading in an unfamiliar culture while at the same time moving one's family and creating a new support system.

What does it take to succeed in each of these career challenges?

- **Increase self-awareness.** It's imperative you understand your response to challenging situations.
- How do you deal with stress?
- How do you learn in novel situations?
- How do you prefer to make decisions?
- Leadership and personality style assessments can help you gain insight and direction.
- **Embrace change.** What it takes to succeed in any new situation is a matter of learning new ways of working and, most importantly, letting go of old ones — even if they've driven your career success up until now.
- **Leverage networks.** In every career move, you need both knowledgeable insiders and impartial outsiders to provide you with realistic feedback and political advice.

