



Career Plans

Career plans can be created to develop a strategic vision of a career or to show the way forward in face of a short term need to change career. The career plan needs to take account of the individual's skills, aptitudes and ambitions and can provide motivation for the individual

Issues

- Individuals can't see any way to progress beyond the confines of the existing job
- Individual performance in the role may stagnate after a period
- Individuals may get frustrated and leave
- Loss of expertise for the company
- The return on the investment in developing people is curtailed

Benefits

- Open discussion of career issues help to continue to motivate key individuals to remain with the organisation
- Company benefits from the existence of individuals who have been developed to take on wider roles
- Growing experience is retained
- Avoid regularly recruiting new staff

The product in action - a case study

The Client

Ineos Chlorvinyls - one of the major chlor-alkali producers in Europe and a global leader in chlorine derivatives

The Need

To establish career plans for individuals that were no longer required within their existing roles.

What we did

John France and Eric Thompson worked with the individuals to complete an audit of their skills, their values and their aspirations, with a view to identifying the job families and the specific roles that might suit the individuals in the future. Once the individual had confirmed the direction that they wished their career to go in, John and Eric worked with the individuals to establish a plan to help them to achieve that outcome.

Consultant(s): Eric Thompson , John France

How the client benefited

Individuals able to take stock of their career and identify the type of role that would suit them in the future.

The process provides fresh motivation for the individual at a time when their career was seen to have stalled.

Company achieves either an individual who is refocused on a job role that is required and valued within the company, or alternately an individual that is happy to leave to achieve their independent career goals.

The company built on the previous investment in the development of the individuals rather than discarding and starting afresh.

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