

# **‘Manager as Career Coach’**

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# Who are we?



# Our goal...

- ✓ Right person in right job
- ✓ Increased job satisfaction & engagement
  - ✓ Increased retention
  - ✓ Increased productivity

“one key motivator connecting employees to the organisation is through their career development”.

Elsdon, R. & Iyer, S. (2000) Measuring the Impact of Career Development on an Organisation in *In Action: Performance Analysis and Consulting*, ed. Phillips, J.J.





Employee Owns



**Career Development**



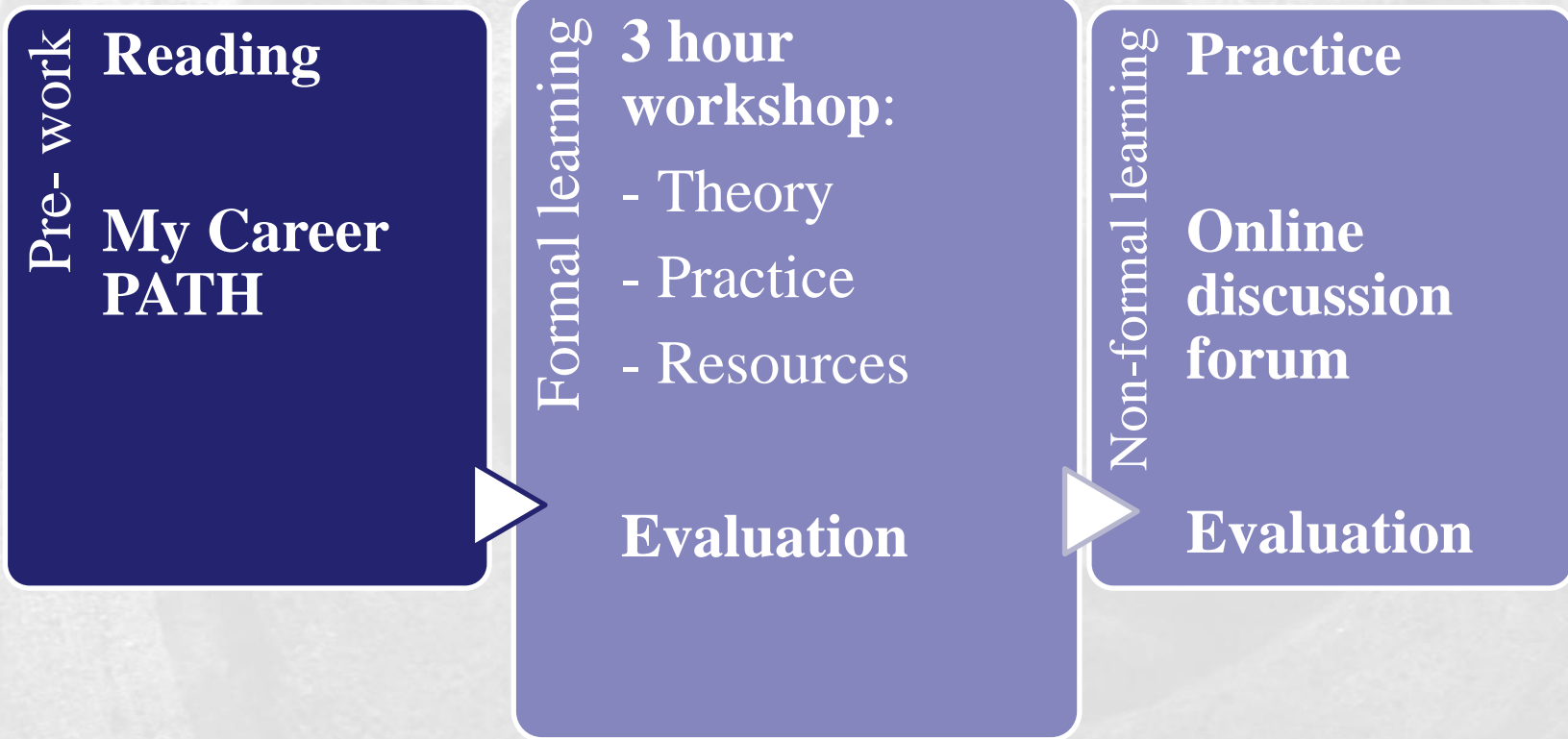
Manager Enables



Organization Supports



# Our approach





## Plan your career here!

From time to time everyone can benefit from doing some career assessment and planning. Effective career planning follows a four step process:



My CareerPATH provides you with the tools to facilitate your journey through this process, ensuring that your

## Welcome to My Career PATH

Congratulations on taking this step in managing your career!

Waitemata DHB has made My Career PATH available to help you to work through all four stages of the career planning process. It will help you assess your talents, values, motivators and preferences and help you develop your career plan.

*"An excellent tool to re evaluate your own values, aspirations and career plans"*

**My CareerPATH - a Planning & Assessment Tool for your career in Health**

## Where do I start?

We suggest you work through My CareerPATH in this order:

1. Complete the assessments in **Know Yourself**. If you want to do a **simple career health check**, just complete the Values, Preferences, Motivators and Talents tools. If you want a more **comprehensive CPR** (Career Path Review), then you can also complete the additional activities in each Assessment Report.
2. You will find useful health careers information in the **Explore Possibilities** section.

## How long does it take?

*"It does take some time, but I see that as an investment in ME!"*

Each assessment takes about 20 minutes. You can do them all at once, or in stages over a few days. Allow about 90 mins to complete all the activities. You can complete the tools at work or at home via the internet using the link and login provided.



[Making managing career development more manageable](#)

[Generation X and Y at work](#)

[Video clip: managing employee careers](#)

[CV and interview preparation support](#)

[Super's theory of career development](#)

[Ata - growing respectful relationships](#)

[career options information](#)



# Outcomes

“have utilised the information to help guide career discussions with my direct reports, they have reported they have found these the most productive sessions they have had.”

“I have a formula to follow which keeps me on track and focuses the limited 1:1 time I have with staff to benefit them”

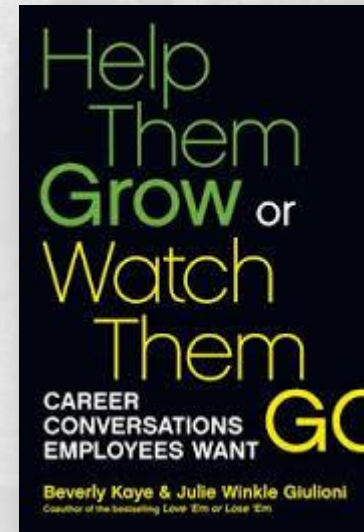
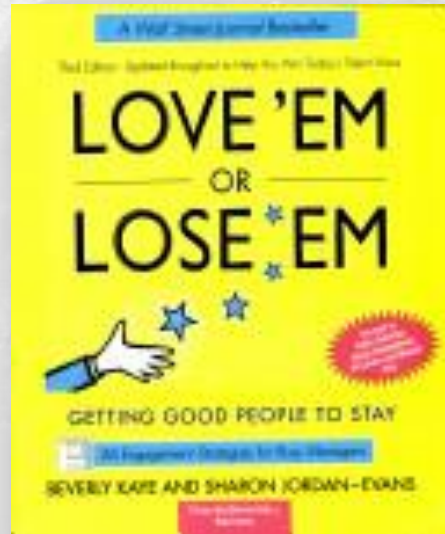
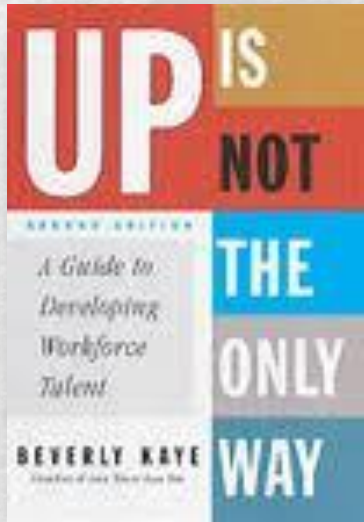
“understanding staff dissatisfaction has helped to watch for signs”

“Really glad the organisation is investing in this area as I am sure it will aid in retention and growth of staff”





# Useful Resources



Career discussions at work  
Practical tips for HR, managers and employees





*‘People are our greatest asset and the most important resource. Effective workforce and career planning is essential to support and retain the present health workforce and to attract future health workers to the sector’*

Future Workforce



**Awhina**  
Waitemata Health Campus