

Career Coaching

– Building business success through people

- Career coaching helps individuals define and set actionable goals to excel in a professional role. We support individuals; explore their strengths and weaknesses, to become more self-aware and improve leadership skills, identify a sense of purpose and passion improving engagement and enable more informed decision-making about future career choices.
- Our career coaching is a collaborative effort between the coach and the client, aimed at empowering individuals to reach their full potential in the workplace.

Why Career Coaching?

- 1 It is a sustainable approach to managing your human capital, that allows you to adapt to changing business needs, increase mobility and affectively cater to changing demands.
- 2 Organisations that are coaching-centric achieve better results in employee performance, retention rates and in successfully attracting new hires.
- 3 With coaching you can increase engagement, professional growth and offer reasons to stay with the organisation, helping to secure retention of key stakeholders.
- 4 It is valuable support in outplacement or career transitions, as part of offboarding. Career coaching helps the individual identify new opportunities outside of your organisation, to re-evaluate skills and experiences, formulate career goals and allows opportunities for personal growth.

What we offer

Career coaching can offer numerous benefits and at Alumni we provide a structured solution designed for the specific individual and client needs. Examples of what our coaching assignment include are:

- **Clarity on career goals and aspirations.** Help to gain clarity on what the individual truly wants from a career and help to create a plan for achieving set goals.
- **Improved self-awareness.** An improved understanding of values, strengths, weaknesses, and passion to help inform future career decisions, strengthen leadership ability and professional growth.
- **Increased work satisfaction and engagement.** By exploring values and goals, we help the individual identify a career that aligns with passion and interests and provides a sense of fulfillment.
- **Better interview skills.** Help to prepare for job interviews, building confidence and skills necessary to make a great impression as part of internal career progression or offboarding.
- **Enhanced professional brand.** Support to create a strong professional brand, including a well-crafted LinkedIn profile, resume, and cover letter, to help the individual stand out in the job market.



Contact us



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The Process

Our process is tailored to unique requirements. Below is an example of our coaching process designed to help achieve career goals:

- Driving forces and development areas.** Together we explore driving forces and identify areas for development, helping to boost personal and professional growth.
- Values, characteristics, and behaviour.** We help identify values and character traits, which can inform career decisions and help determine a career that aligns with the individual's values.
- Reflection, background, and current state.** We start by exploring the individual's background and current situation, helping to gain a deeper understanding of current vs desired state.
- LinkedIn, CV, cover letter, and Action Plan.** Developing a strong professional brand, including a well-crafted LinkedIn profile, resume, and cover letter. Creating an action plan for achieving career goals.
- Market analysis and defining goals.** We have a solid knowledge of current and future job market to help formulate achievable career goals, helping to prepare for a next phase of the individual's career.

Individuals that are aware of their strengths and know how to develop and make use of them are well equipped to make a positive impact in a professional capacity and more likely to build a successful career. This is why Alumni's career coaching focusses on what an individual does best and how they can do it even better.

Contact us for a dialogue around the unique requirements within your organisation and how we could support you achieve success.

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