

This leadership focused programme provides senior executives with the opportunity to identify their career and lifestyle goals and to make realistic decisions about options and direction, with a focus on the future.

Leadership development is highly personal and individualised, and we offer the opportunity to work one on one with a Senior H2R Career Consultant through the programme, which is designed to orient individuals in a constantly changing career landscape.

In the changing world of work the more pro-active and self-reliant an individual becomes in their thinking, the more likely they are to remain in control of their career. The needs and experience of each person are different with some components of the programme requiring considerable time and depth. Other aspects can be completed quite quickly.

The individualised programme is drawn from the following modules:

## Career Planning and Goal Setting

- **Career Review:** the process begins by reviewing the individual's career to date and establishing commitment between H2R Consulting Group, the organisation and the individual
- **Assessment and Analysis of career values, goals, and drivers, career and life skills and preferred working environments:** using a variety of tools and techniques individuals build a clear picture of their preferences, needs and wants to enable sound career planning based on these
- **Career Decision and Goal Setting Process:** weighing up career options and preferred direction. Putting in place short, medium and long-term goals and timeframes to achieve these
- **Exploring Entrepreneurial Options:** for those individuals considering self-employment, starting or buying a business, buying a franchise, or investigating consulting/contracting options this module assists with the planning process including identifying the market, understanding business processes, financial and business planning, and research skills. It typically includes specific assessment around individual motivation for exploring these options.
- **Building a 'Portfolio Career':** individuals often use transition as an opportunity to change the way in which they work and to build what we at H2R Consulting refer to as a portfolio career. This often includes setting themselves up to provide consulting services in their field of expertise, exploring directorships and in some cases getting involved with not-for-profit organisations
- **Action Planning and Strategy Development:** utilising tools, strategies and motivation to put into place action steps required to achieve the desired goals

## Leadership Behavioural Profiling

For Senior Executives wishing to develop their leadership capability this programme also offers the opportunity to work with one of H2R's Senior Organisational Development Consultant to enhance their self-awareness about their leadership style, drivers, derailers under pressure and the culture that they set.

This includes:

- Completion of a suite of Hogan assessments including *Personality Inventory* (HPI), the *Development Survey* (HDS) and the *Motives, Values and Preference Inventory* (MVPI).
  - The **Hogan Personality Inventory** (HPI) is a measure of normal personality - what we see when people are at their best and is used to predict job performance. The HPI is an ideal tool to help strengthen employee selection, leadership development, succession planning, and talent management processes
  - The **Hogan Development Survey** (HDS) identifies personality-based performance risks and de-railers of interpersonal behaviour. These behaviours are most often seen during times of stress and may impede work relationships, hinder productivity, or limit overall career potential. These de-railers, deeply ingrained in personality, affect an individual's leadership style and actions. If these behaviour patterns are recognised, however, they can be compensated for with development and coaching.
  - The **Hogan Motives, Values and Preferences** (MVPI) A personality inventory that reveals a person's core values, goals and interests. Results indicate which type of position, job and environment will be most motivating for the employee and when he/ she will feel the most satisfied

Participants receive a personalised **leadership development report** and coaching sessions as part of the process, which will summarise their key leadership strengths and areas for development.

Our coaching is very tailored to the individual's needs whilst also ensuring alignment to their career goals.

### Implementation Phase

This stage of the programme is focussed on assisting individuals implement their career plan. Where required we provide coaching to assist participants with:

- **Development** of career marketing skills such as networking and the giving and receiving of feedback. Introductions can be made to Executive search firms and our wider network of Senior Executives both within H2R and externally where appropriate
  - **Conducting** career market research and other post programme activities including establishing and working with mentors
  - **Exploring** training and professional development options including formal education, courses and accreditations and/or appropriate secondments
  - **Developing** self - promotion and career branding skills and collateral for use in career development such as CV preparation, LinkedIn profiles and one page Bios. We also provide interview coaching and practice if external job search is a part of the career plan
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