

ASSOCIATE MEMBERS FORUM 12th FEBRUARY 2015

**Career Development
Planning**

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CAREER?????

Def;

A series of related jobs that you do;

- With a purpose, (to grow, gain promotion)
- To meet certain aspirations
- Work that you do (MacMilan dict.)

Tools to use:

- Employ various methods to improve staff
- Help improve their output through personal counseling
- Improve through informal and formal training and development programs,
- Increase job experiences through engaging them in various aspects,
- Have them attend workshops, seminars etc



- Employees employ individual development efforts
- Evaluate through job evaluation
- Give promotions horizontally or
- Give promotions vertically,
- Mentoring of the staff concerned.




Results (of planning)....

1. Developing new capabilities.
2. Increasing interests and skills of the people,
3. Match the organization's needs with individual needs

DIFFICULTIES

- Initial job challenges
- Job satisfaction lacks, giving rise to low growth and self actualization.
- Initial job performance evaluation never takes place.
- Performance on jobs is a key responsibility of management.
- Many managers do not know how to evaluate performance of their subordinates

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- Mgt. deficiency works negatively on new managers and destroys them;
 - Failure to socialize new employees makes them remain **ignorant** and confused psychologically wondering **whether they are achieving anything**.

Due to the foregoing, these young people leave confused and a total waste of talent and money

- Based on the **length** of a career, it is crucial that one pauses and thinks seriously about the career;

Gives the individual an opportunity to reflect on their dreams and aspirations.

- What are you really looking for??
- What does it entail to get that ??
- Are there sacrifices that are needed??
- Any other costs??

Career Planning:

- Actions that you think about carefully to help you achieve something.
- -What are your individual needs in life??
- -Where do you wish to be in another 5 years?
- -What action will you take to get you there?
- -Do you need help from certain persons/friends?
- -Will you need to connect with your role model
- And how will you do that?

VEHICLES

- Individual needs
- Study or train in a certain area of Accounting;
- Make a visit to a particular industry for demonstration of work involved,
- Attendance at forums that help upgrade skills,
- Carry out assessment sessions on self.

What goals have you set?

- Are these achievable and how shall we achieve ?
- When should these goals be achievable?
- For what reason shall we ensure we achieve?
- What pitfalls are likely to come on?
- Are there catalysts in the whole process?
- Is the organization and her needs going to benefit at all?
- Are the achievements measurable and good per the organization's objectives?



OVERCOMING CAREER PROBLEMS:


- Development of young employees
- Carry out realistic job previews during recruitment

Here, the new employees learn the benefits they expect as well as likely problems

Challenging initial assignments,

Enriched initial assignments

- Give more authority and responsibility to new employees

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- Give promotions to needy staff;
Serves to **enrich** the jobs and **motivates** those employees with strong needs for growth and achievement.
 - Do not get distracted by anything;
Soldier on and grab what you need to be successful!!!



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