



شركة ميرك العربية السعودية
MEIRC Saudi Arabia

Career Path

Duration 3 Days

Course Description

Career path refers to the growth of the employee in an organization. It refers to the various positions an employee moves to as he grows in an organization. The employee may move vertically most of the time but also move laterally or cross functionally to move to a different type of job role.

Most successful companies chalk out a career path/career ladder for the employees in order to provide them with a realistic picture of their position in the coming years in order to retain them. Having a clear idea about future positions and job responsibilities, the employee and the company can work to identify areas where relevant training is required for the employee to build his competencies to fulfill future job requirements. During three days of training we will spot the light on all elements required in order to apply a successful career path strategies.

Who Should Attend

- The course will be of value to line managers, team leaders and supervisors who are or will be responsible for the use and application of career management and appraisal techniques.
- It will also be of value to HR professionals, training officers, personnel staff and others who carry the responsibility for the design and implementation of such arrangements.

Objectives

By the end of this course participants will be able to:

- ↳ Explain Integration of Individual and Organizational Needs
- ↳ Describe Conditions leading to success
- ↳ Discuss Matching Jobs with Individual's Desires
- ↳ Describe Methods used in Career path development

Training Methodology

- Based primarily around lectures, the seminar will include a number of case studies and exercises which will be undertaken in team format
- Discussion groups on certain topics to provide practical application of concepts to the attendees own organization
- Networking amongst attendees to discuss mutual business issues

Organizational Impact

Implementing the principles promoted on this course will have the following impact on an organization.

- ↳ There will be a clear strategy to attract and retain professional cadres who will participate in raising corporate market share and reputation.
- ↳ The talent pool will be upgraded
- ↳ Behavior will be aligned with an organization's cultural values



Personal Impact

Individuals attending this course will return to their organizations equipped with the theoretical and practical knowledge to be able to implement the most advanced effective career path strategies. This will include knowledge of how to address common problems in this field of knowledge.

Competencies Emphasized

- Leadership
- Planning for successful future to any organization
- Interpersonal skills
- Teamwork
- Self-Development
- Developing others

Course Outline:

1. Day1

- 1.1. Career path Development for Professional Staff
- 1.2. Career path Development Policies
- 1.3. Impacts from Economic Situation
- 1.4. Two-Way Support: Career path Development/HR

2. Day2

- 2.1. The Career path Development Program
- 2.2. Creating Favourable Conditions for Career path Development
- 2.3. Inventory job opportunities
- 2.4. Determine employee potential
- 2.5. Mentoring
- 2.6. Entrepreneur and Entrepreneurs

3. Day3

- 3.1. Evaluating Employee Development Needs
- 3.2. Stages of Career path Development
- 3.3. Specific Career Development Activities
- 3.4. Basic Skills of successful Career Management