

Maximising Your Potential: Band 6 career and leadership development programme

Desired outcomes:

Confidence: Understanding and articulation of personal strengths and skills, through self-evaluation and 360 feedback. One to one coaching to integrate and reinforce learning from workshops.

Resilience: Building a supportive peer network, developing sustainable self-management techniques through one to one coaching. Learning tools and strategies to build personal and professional resilience.

Direction: Review and clarification of both personal career goals and contribution to organisational objectives. Strategies for taking ownership and responsibility for own and organisational goals.

Format of the programme:



Individual learning reviews

Pre course:

- Prepare personal strengths/opportunities/aspirations/results (SOAR)
- Completion of Strengthscope™ questionnaire
- 1:1 discussion (with L&D manager) to clarify personal development goals and objectives for the programme

Post course:

- Review of learning outcomes and create personal/career development plan

- 1:1 discussion (with L&D manager) on future career goals and objectives.

Workshops

Workshop 1: Who am I, and where am I now?

- Based on pre-course work: reflection and clarification of personal strengths, skills, career anchors,
- Understanding mind-set and resilience
- Understand CEH context – how individual science/research contributes to the CEH strategy and objectives (include input from a SAH?)
- Homework: 360 feedback and mapping personal objectives to CEH objectives

Workshop 2: where am I going and what will help me get there?

- Reflection on 360 feedback and personal objective mapping activity
- Goal setting and action planning
- Stakeholder management: engagement and influence for personal and research goals.
- Homework: identify and contract with a mentor, draft career and research goals

Workshop 3: strategies to take control

- Keeping on track: building a personal toolkit for confidence and resilience
- Managing relationships – getting the best out of those around us
- Building on strengths to implement personal development plans
- Being proactive: building personal profile and reputation
- Homework: take a stretching action to implement plans

Coaching 1:1s

Three 90 min coaching sessions with certified professional coaches (mapping on to workshop and homework topics), addressing:

1. Outcomes from Strengthscope inventory
2. Career and Research Goal setting
3. Implementation of plans