

Career Management

MOVING ON, MOVING UP: CAREER MANAGEMENT COACHING THAT HAS AN IMPACT

Our Career Management Coaching model is not like traditional outplacement programs. It is not a canned or prescribed program, but rather a collaborative and customized process, facilitated through a personal coaching relationship. We work closely with our coaching clients to determine their unique needs, set their objectives, and chart an appropriate path. Then we coach our clients through their plan. Our approach ensures that the coaching the client receives is relevant, meaningful and helpful. Our personalized coaching plans ensure that our Career Management clients are better prepared to pursue and more likely to successfully achieve their transition objectives.

The benefits are obvious. Coaching clients are more satisfied with the service. Organizations only pay for what the coaching clients need.

WHO ARE GOOD CANDIDATES FOR CAREER MANAGEMENT COACHING?

Whether you're someone who is looking for a change of direction in your career, someone who has been affected by a loss of employment due to downsizing or restructuring, or someone who is considering a move into entrepreneurship or retirement, Impact's Career Management Coaches can work with you to develop a personalized plan for a successful transition.

CAREER MANAGEMENT COACHING CAN BE AN EFFECTIVE RETENTION STRATEGY

Career Management Coaching within an organization is a great way to recognize, reward and retain high potential employees. Working with an Impact Coach, individuals can map out their careers inside an organization. The Impact Coach will use assessment tools to help the client identify skills and gaps, and work alongside the client to set objectives and create action plans for strategic positioning.

OUR MODEL

Our Career Management Coaching model is generally composed of the following four phases (adapted to the varying needs of each client):

