



Development & Execution Outcomes of an Effective Career Transition/Mobility Plan

- 1. Set overall goals, timeline, milestones and schedules**
- 2. Reflection, professional assessment and career decision**
 - a. What was I doing and what environment was I in when I was the most content?
 - b. Going forward, what does "good" look like? What will bring me contentment?
 - c. Identify and optimize skills, abilities, interests, experience, behaviors and career suitability and eligibility.
 - i. DiSC Behavior Assessment
 - ii. Harrison Job Suitability/Development Assessment
 - iii. Lominger Leadership Competency Assessment
 - iv. Career Decision / Job Validation Assessment
 - d. Identify my career direction and desired role(s)
- 3. Creation and promotion of a strong personal brand**
 - a. Develop visioning/positioning/branding summaries
 - b. Resume/CV production
 - c. Targeted Executive Profile brief
 - d. Enhance LinkedIn profile
 - e. Identify social media, promotion and engagement best-practices and tools
- 4. Development of a comprehensive marketing plan**
 - a. Target role(s)
 - b. Target industry(ies)
 - c. Target cultures
 - d. Target location(s)
 - e. Target networks
 - f. Organizational affiliations
 - g. e-Marketing and social media utilization via multiple vehicles
 - h. Market engagement goals, tactics, milestones and metrics
- 5. Development of an effective networking and referrals strategy**
 - a. Identify and engage key networks and referrals as appropriate per program level
 - b. Provide direct qualified referrals as appropriate
- 6. Provide target market research resources**
- 7. Facilitate interview preparation:** Panel interviews, behavior interviews, scripted questions interviews and "SPIN" solution-sales interviewing
- 8. Situational coaching and advise as needed; real-time/anytime**
- 9. Preparation for salary/offer negotiation**
- 10. Identify and implement effective new position Assimilation and Integration best- practices**
- 11. Engage in ongoing performance/effectiveness coaching**
- 12. When applicable, coach to identify and initiate self-employment options**
- 13. Identify and facilitate on-going career management best practices**