

Career Acceleration Coaching for High Potentials Programme©

The Harmonics Solution to the Talent Challenge

Harmonics is Ireland's number one Career Coaching firm with a nationwide team of career specialists and business performance coaches. In response to our clients' growing Talent Management challenges, we have launched our **Career Acceleration Coaching for High Potentials Programme©** to address the **Talent Challenge**.

Personal
DEVELOPMENT

Professional
DEVELOPMENT

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The Talent Challenge

Three key Talent Challenges dominate Leadership and HR discussions

- **The Transition from Specialist to Leader Role** - Organisations are now flatter and upward transitions are more complex. 46% of transitioning leaders underperform during the course of their transition (CEB 2015 Careers Employee Survey);
- **Capability Gaps** - 75% of Organisations will face an internal capability shortage in the next 3-5 years (CEB 2015 Head of HR Function Survey);
- **Talent Mobility** - Teams assemble and disassemble from project to project. Research indicates that more than 80% of companies want better talent mobility - understanding, developing and being able to deploy your top talent in response to your organisation's needs (Deloitte Survey — High-Impact Talent Management 2015).

Overcoming the Talent Challenges needs a New Employer Approach

- **Create Career Partnerships** - Organisations need to move from designing career paths and promising progression to specific fixed end positions. Career paths and skill sets can become obsolete very quickly. Careers need to be flexible, realistic and adaptable to meet changing business needs;
- **Promote Career Growth over Titles and Promotion** - Employees should be educated to see how growth through stretch opportunities, job rotation programmes and lateral moves can add real value to their future career progression. "Up is not the only way" in increasingly flattened structures;
- **Invest in their Employability** - Organisation Leaders must accept that job tenure is now much shorter and talented people will move on. Reid Hoffman co-founder of LinkedIn says it best - "Employees invest in the company's adaptability; the company invests in employees employability".

The Harmonics Solution

What Harmonics can do

Harmonics Career Acceleration Coaching for High Potentials Programme© is a targeted "stretch learning intervention", to enable your talent to co-design their career path in partnership with your Organisation's changing needs — we call it 'Building a Career Case with a Business Case'.

Career Acceleration Programme addresses 'Critical Pain Points' for Organisations

- **Transitions** the High Performing 'Specialist' to Future High Potential 'Generalist' Leader
- **Retains** Future Female Leaders in the business by addressing personal work-life imbalance issues
- **Assesses** talent transition capability to enable more effective succession planning
- **Facilitates** realistic career conversations and alternative internal moves for those who will not make it to the next level

Why we invested in the Career Acceleration Programme?

"We offered this programme to key talent we had spotlighted for future succession. We wanted to know was this the right move for them and where they saw themselves. The presentations at the end opened our eyes to future potential assignments and in other cases revealed limiting factors we would not have considered. The win-win was the correct career decision and business decision" - CEO Technology Business

Harmonics work with many of the top employers in the country; visit us on www.harmonics.ie

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Harmonics Career Globe Model - Bridging the Gap between what Talent supply and Organisations' changing demands

What Talent Supply

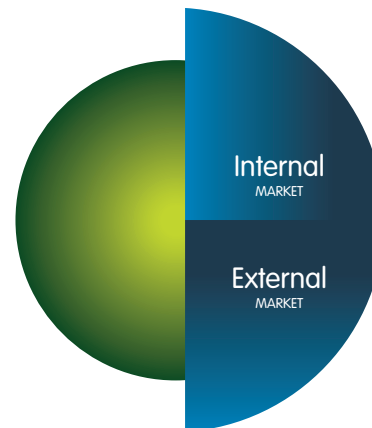
Increasing Self Intelligence



- Completion of Harmonics unique suite of 'Career Best' Assessments
- Clarification of career drivers and purpose at current life stage
- Identification and coaching on personal and career blockers
- Plotting current skills, learning and values motivators to future career success

What Organisations now Demand

Increasing Market Intelligence



- Research on what and who is changing in the internal market
- What skills, knowledge and experience are in demand now and the future?
- What external market intelligence can be gleaned to add value internally?
- Evaluating current key stakeholder relationship for career success

Accelerate Career Potential

Building a Career Partnership



- Fully researched 'career potential opportunities' within the Organisation
- New market intelligence data to support pitch on career-organisation best fit
- Project presentation to key stakeholders on 'personal career potential fit'
- High Performance Career and Performance Coaching to achieve future career goals

For a consultation on how Harmonics Career Acceleration Programme can work for your Organisation;
e-mail info@harmonics.ie or call us on +353 61 336 136