

Course ID
TRANSITION

Course Duration
1 day

Course Title
Career Transition: An Opportunity for Betterment

Aimed At All whose careers are affected by organizational downsizings, restructurings, closings, and moves.

Group Size 7-25

Prerequisites There are no formal prerequisites.

Related Courses

- Marketing Your Skills in a Behavioral Interview (INTERVIEW, 1 day)
- Change Management: Introducing, Adapting to, and Thriving on Change (CHANGE, 1 day)

Course in a Nutshell For too long, it's been assumed that the employer will take a major role in shaping the career path of an individual affected by organizational changes. Although an employer can help with, and a mentor can guide the transition process, individuals who take the initiative to design their own career path are the ones who fare best.

In this course, we will help you overcome the fear of transition and see it as an opportunity rather than a danger. You will leverage your past history and accomplishments in an introspective manner to see what you value and need in a career and what you need to do to get there. Using your own resources, you will see the possibilities that others would never have shown you and, perhaps, directions you would never have dreamed of. You will leave the course mentally ready to embark on your new venture; you will also have a set of tools and a plan to help you accomplish it.

Customize It! Tell us about your special reasons for and circumstances surrounding this course and we will tailor it to your needs at little-to-no additional cost. A two-day course that combines this course with the behavioral interviewing course is available.

Learn How To

- Determine what holds most people back from realizing their dreams
- Recognize the common reactions to change and how they can hold one back
- Move from stagnant to dynamic and on to a successful career search and change
- Identify the first step to initiating an effective career transition
- Use past accomplishments and current performance to determine future needs and values and apply them to a job search
- Use the process of "free flow" to jump over the barriers to achieving a new career
- Develop a career path to begin navigating the future
- Create an individualized plan to make your transition positive and successful

**Course
Outline**

- Introduction
 - Case Study: What Do I Do Now?
 - Exercise: Danger or Opportunity?
- Understanding Change: Typical Response to Change and How Change Is Best Accepted
 - Change Model
 - The Movement of Change
 - Anticipating and Dealing with Reactions to Change
 - Chaos Theory and How Humans Adapt to Change
 - Nine Principles of Change
 - What Prevents Us from Accepting
- Selecting a New Direction
 - Where to Start
 - Pushing Myself to Make a Move
 - Viewing the Future as a Process, Not an Outcome
- Building around Accomplishments
 - Exercise: Five Accomplishments That Describe Me
 - Using My Past to Guide My Future
 - Exercise: Free Flow
- Designing a Career Plan
 - Exercise: Long Term vs. Short Term Planning
 - Case Study: How Moving Nowhere Is Moving Backwards
 - Exercise: Past, Present, and Future
 - Case Study: What is a Career Path? (And What It Is Not!)
 - Putting It All Together: Developing a Path to Begin My Next Chapter

**How You Will
Learn**

- You will be taught by a seasoned instructor who's also an expert on career transitions.
- The course will be taught workshop style with short lecturettes complemented by discussion and practice sessions.
You will receive a printed Participant Handbook which will help you remember and retain what you learned in class and apply it on your job.

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