

Workshop Proposal APCDA Conference 2018 Beijing



## Challenge & Opportunity

Growing and thriving in a changing world?



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MY SERVICES NOW ....

- Targeted clients:
- Primary focus of services:
- Main marketing media:
- Primary Delivery mode:

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3 Change, opportunity challenge

- WHAT CHANGES HAVE YOU NOTICED OVER THE LAST 10 YEARS ...
- HOW HAVE THESE CHANGES SHAPED OR TRANSFORMED YOUR PRACTICE ...
- CHANGE IN GROWTH



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4 overview

INVESTIGATE 3 QUESTIONS:

- WHAT?
- SO WHAT?
- NOW WHAT?

EXPLORE SERVICES & ELABORATE


- OFFERINGS UNTIL NOW
- CHANGES IN LAST 5 YEARS?
- CHANGE DRIVERS
- IMPACT POINTS
- ELABORATE ON RESPONSES
- WHERE TO NEXT?



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Traditional view of Career Development Practice

- CAREER DEVELOPMENT IS ...
- Assessment /Best fit
- Psychometrics
- Employment: Transitions IN, UP ACROSS OUT
- Job v career
- IMPLIED MESSAGE: WORTH, VALUE, from working



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6 CHANGES

**GLOBALISATION**

- Population Increases: Nations no longer able to support population
- Globalization (economic) & Global Labor market
- Diversity

**TECHNOLOGY:**

- FURTHER, FASTER, Better?
- Employment patterns fit not traditional roles (rate of diminishing opportunity > rate of creation)
- Impact upon work practice

**DEMOGRAPHIC**

- GENDER .
- GENERATION



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7 SO WHAT: IMPACT OF CHANGE

- HAPPINESS NOT EMPLOYMENT
- RESILIENCE, AGILITY, FLEXIBILITY
- ENTREPRENEURIAL & ENTERPRISE
- CHAOS NOT LINEAL NOR LIFE LONG

**RETHINKING, RESHAPING:**

- Education: Life-design, entrepreneurship, advisory services
- Parenting
- Post education services
- Talent Development
- Workforce planning
- Global Networking



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8 NOW WHAT?: NEXT STEPS

- REFLECT UPON YOUR CURRENT SERVICES & SERVICING ...
- WHAT ARE THE IMPACT POINTS?
- WHAT ARE YOUR GROWTH POINTS?
- WHAT ARE THE DIRECTIONS OF GROWTH? (ADOPT, ADAPT, CREATE)



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REVIEW

- ▶ ENJOYED?
- ▶ LEARNT?
- ▶ NEXT STEPS?



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Thank you



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CLICK HERE FULL RESOLUTION

CHANGE IS INEVITABLE. GROWTH IS OPTIONAL.



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