



CAREER COMPASS

How Career Compass Works

Participants meet with an Executive Consultant for 5 hours of intensive, one-on-one support. They will:

- Examine key drivers for individual career success
- Identify important personal and workplace changes
- Understand the concept of “Me Ltd” and career survival
- Use the Gap Analysis tool to identify key changes needed
- Clarify individual career goals and establish an action plan

Typically, Free Agents and Stars feel valued by the support they receive from their organisation. They respond with energy and re-confirm their engagement with your organisation.

Benchwarmers and the Disengaged understand the negative effect of the disconnect between their career priorities and your organisation. Their most common response is to exit the business as quickly as possible. It’s as stark and direct as that!

The classic Win-Win is the result.

Are you worried whether your valued employees are going to stay with you?

Do you have Benchwarmers or Disengaged employees who drain the energy from others around them?

The Bus, the Seats, the Exit and the Compass

Of course, you know that engaged employees lead to increased productivity, retention, customer loyalty and profitability. You also probably know Jim Collins and his famous **bus** quote.

But, do you know how to retain or re-engage employees who want to change **seats** on the bus?

Do you know how to help employees whose **seats** may be at risk if they don’t change their behaviour?

Do you know how to ensure that disengaged employees understand themselves that they need to **exit** your organisation?

That’s where the **compass** comes in!

Career Compass is a critical tool to keep the right people on the bus, in the right seats and allow the wrong people to understand that they may need to get off the bus, with dignity.

Why Career Compass Works

Your employee undergoes a rigorous analysis of their current role and the workplace realities they face, often for the first time.

Our career experts are independent and supportive, and their problem-solving approach encourages a ‘glass half full’ view.

This allows each individual to reset their career clock in a realistic and achievable manner. And, they enjoy this life-changing work!



When businesses need to do more with less, engaged employees may be the difference between surviving and thriving.

Jim Collins.

Good to Great