

SURFING THE CAREER WAVE *By Marshall Wansbrough*

As Canada experiences economic and social adjustments, none of us can expect that the career path before us will be smooth and unfettered. Futurists suggest that current post-secondary graduates will change careers twice during their working lives and experience from five to eight major job changes, four of which will be involuntary.

The implications are significant. We, our spouses, and our children must be prepared to make career changes; to be "change proficient". It is particularly important for our children to have a solid education, to "learn how to learn" and to develop excellent interpersonal skills.

In these turbulent times you may want to do some personal career managing to prepare for your future.

SEVEN STEPS TO CAREER MANAGEMENT

1. *Self Assessment* - Develop a personal understanding of your interests, needs, talents and skills. Look back over your life at successes (and failures) at school, on the job, in the community and at your hobbies.
2. *Identify Options* - Develop a broadly focussed list of career options, based on your self assessment.

3. *Market Assessment* - Research time! Read about your options and talk with your network contacts to understand the challenges and opportunities of each of your career options.

4. *Alignment of Objectives* - Evaluate your options in terms of your particular situation. Are they realistic for you and your family? Are they aligned with your life goals? Now, can you be more focussed about your options?

5. *Identify Skill and Experience Needs* - If your alternative career(s) is a significant change in direction, identify your personal development needs.

6. *Action planning* - With the information that you have collected, you can now develop action plans to satisfy your personal development needs. For maximum flexibility, create plans that are a series of smaller steps and include options and alternatives. Don't forget to include plans that help to maintain or enhance your basic transferable skills such as communications, interpersonal, leadership, negotiating and planning skills.

7. *Plan Implementation and Review* - "Just do it!" Along the way, regularly review and adjust your plans to reflect new realities and opportunities.

CLIENT TRACKING

Continued from page 7

identified in the post plan. The data collected by CTS will generate reports allowing the posts to compare what they said they would do, with what was actually done.

How much time will it take?

CTS will be fast and easy to use, allowing trade staff to input data with minimal effort and regularly, preferably on a daily basis. As the user grows more comfortable with the system, it will be easy to input data daily and will become soon a routine part of the way we work.

(For more information, please contact Anne Argyris at 613-996-1907)

A former Trade Commissioner, Marshall Wansbrough is a Vice President of Drake Beam Morin-Canada Inc., consultants in individual and organizational transition with over 145 offices in 25 countries.

UNSUNG HEROES

Continued from page 6

real need. From our entire Rocky Mountaineer crew we offer our sincere thanks to the people in Canada's offices around the globe like Monica Campbell-Hoppe in Los Angeles, Lois Gerber in New York, Judith Love Rondeau in Dallas, Hilda Cullen in Seattle, Frank LaFleche in Washington, Karl-Hienz Limburg in Germany and Jill White in London.

Congratulations and thanks for a job well done. We look forward to working with you for years to come.