



#IWillAccelerate

Successful Career Navigation for your Diverse Talent.

In these volatile, uncertain, complex and ambiguous (VUCA) times, staff need support and challenge to help them navigate their careers. This is particularly important for BAME Staff, who according to a 2017 CIPD survey, experience multiple barriers and have a race pay gap to contend with.

Organisations that want to stay competitive, creative and relevant to their customers, need to increase representation of BAME staff at all levels.

With over a decade's experience in Leadership & Career development, we have crafted an accessible and practical programme to enable successful career navigation for your diverse talent. Accompanied by your company wide drive for inclusion, it will enable all staff to thrive.

"So often, black staff hold back for a multitude of reasons: crises of confidence, imposter syndrome, lack of connections, discrimination. Speaking to someone externally and trained in career advice and coaching is important and necessary as it helps to level the playing field."

Anneessa Mahmood,
Manager at the National
Union of Students

A series of 3 **engaging** and **interactive** webinars focused on:

1. Playing to Your Strengths

Wondering how to:

- Identify and optimise your key strengths
- Raise your hand for opportunities
- Leverage your difference, releasing your full potential

In this interactive session you'll be introduced to:

- Tools that reveal your hidden strengths
- Strategies to overcome your weaknesses
- The key to making your strengths work for you

2. Brand You

Wondering how to:

- Help others promote you when you are not there
- Identify your unique combination of skills
- Not feel disloyal by sharing what you are good at

In this interactive session, you will:

- Start creating your personal brand
- Get a sense of the process and approach to develop your personal brand
- Be clear about the importance of your personal brand and what it will do for your career

3. Overcoming Imposter Syndrome

Wondering how to:

- Not doubt your abilities
- Go for opportunities and not hold yourself back
- Feel like you to deserve the opportunities that you have been given

In this interactive session you will be introduced to:

- The concept of imposter syndrome
- Uncovering what drives you
- Identifying, challenging and replacing limiting beliefs and how to combat them.

Each session is followed by:

- Post work questions, activities and resources.
- Discussions within a private LinkedIn group.

Benefits to the individual

- An understanding of what they bring to their organisation, how to leverage it and the courage to do so
- A strategic approach to their career planning
- A tailored intervention supporting the challenges that BAME staff face
- Easy to access, no geographic constraints and time efficient

Benefits to the organisation

- Developing the talent pool of BAME staff
- Equipping BAME staff with the skills they need to navigate their career
- Facilitation of the career conversations between line manager and staff member
- Time and Resource efficient
- Increased motivation and productivity

The programme takes place over 4 months and the investment is just £8000+vat for up to 150 staff.

Contact us on 0844 776 4744 to discuss your requirements

www.jennygarrett.global/organisations