



Association of
Career **Professionals**
INTERNATIONAL

The World's Voice on Career Issues

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The ACP International UK Newsletter

Issue Number 3 Winter 2005

Welcome to the Winter 2005 edition of the ACP International UK newsletter.

We are nearing the end of an exciting year, following a successful symposium in March, many chapter events nationwide, including one for the newly revitalised Midlands chapter and more recently a symposium in Copenhagen. We look forward to more high quality events in 2006. We are particularly looking forward to the Southern Chapter's 10-year celebration event in Winchester in March and hope you will join us there (see the notice board for more info).

Our organisation operates at three levels – international, national and chapter, and we increasingly see a blurring of these boundaries as we engage with each other and with those outside our profession. Events this year have been testament to the value of doing just that, with enriched sharing, learning and fun.

We plan to build on this. A key initiative which we are taking forward early in 2006 is a UK Web site which will address specific UK issues and facilitate communication across the UK, Europe and internationally, linking with the International site. It will be easier for you to track chapter events nationwide, update your knowledge of career issues within the UK and network with other members.

As career professionals, we like to share ideas and we like to listen. We continue to enjoy an active dialogue with individuals nationwide, and as UK Board members (see who's who below) we take opportunities to meet members at events Europe-wide and beyond. We encourage you to take the opportunity to share your thoughts about what you would like to see more and less of, as an ACP International member. Feel free to contact us at any time – this is your organisation and we'd like to hear from you.

Have a really Happy Christmas, whatever you're doing, and a prosperous 2006. I look forward to meeting many more of you during the coming year

Claire Coldwell — ACP UK President

Career Management Strategies – The Organisational Advantage? One day Professional Forum – 6 October 2005

Copenhagen, Denmark

My first experience of the Association of Career Professionals International was a particularly good one.

I arrived in Copenhagen to a sunny day and an excellent venue and welcome. The ACP International group were very open and welcoming to new delegates and it was excellent mixing with such a diverse group of international members.

I really enjoyed the practical case study presentations and thought that they represented a good mixture of organisations (size, sector, country) – it's always interesting to hear about how different organisations tackle different issues. Indeed, there did seem to be very different approaches to both career development and talent management – for instance the dedicated school for leadership approach at Belgacom contrasted greatly with the more holistic talent management approach presented by Lilly UK – each appeared to work equally well within their own setting.

I was particularly interested in how organisations are tackling the issue of talent management, as this will be the focus of a new research project for Roffey Park in the coming year. We are hoping to both investigate the 'talent management journey' looking at different stages of the process and challenges along the way and getting a sense from the employee perspective of what it feels like to be 'talent managed.'

I found a number of the themes that came out from the day interesting and very relevant to the research, such as:

- Reconciling short-term objectives with more strategic future thinking
- The new war for talent
- Growing talent pools
- The challenge of succession planning
- The development and assessment of high potentials and top management
- Using intensive coaching to support and retain senior leaders

The Buzz/Discussion groups were also very useful and provided a chance to talk about some of the themes coming out of the presentations and the implications of adopting different approaches. The food was also great (I especially enjoyed the muffins and smoothies in the afternoon). All in all, a very informative and enjoyable day!

Claire McCartney

European Professional Forum, Copenhagen, Denmark. 6 October 2005
Career Management Strategies – The Organisational Advantage

The ACP International forum was held in a purpose built conference centre, DGI-byen, and was ably chaired by Derek Osborn, who introduced the speakers and set out the objectives for the day. Mark Venning, ACP International President, welcomed the 30 plus participants from 10 countries.

The speakers provided a real smorgasbord of experience, a mixture of top down and bottom-up, employee-focused initiatives.

Jean-Baptiste Labrusse, HR Director at French pharmaceutical company Lilly, gave a strategic overview from the board, a coherent approach to attract, develop, and keep talented people. “Why would a company invest in people development instead of saving that money to improve productivity?”

James Taylor, Head of Talent Europe, Africa & Central Asia, for HSBC, the second largest bank in the world (employing 25,000 staff) described how the Managing for Growth Strategy was rolled out: People Strategy - Talent Strategy - Learning & Development Strategy - Leadership Development - Resourcing - Implementation.

Lieven Vallaeys, manager at Belgacom's Corporate University's School of Leadership. Belgacom - a former state telecommunications provider which employs 20,000 people - has 300 competitors yet has only a 0.6% turnover rate. The School was set up to develop and assess high potential employees for current and future leaders. To be invited to the House of Development you have to be referred by both your line manager and HR and have to pass an exam.

Lea Lillkall, Head of Competence & Leadership at TeliaSonera, Finland, talked about career orientations and self-management. TSF is a Nordic and Baltic industry leader and requires self-responsibility and initiative from employees in managing their own development in return for which the company offers a framework, guidance and support which includes coaching using an on-line system called Career Storm Navigator backed up with e-mail support and briefing sessions.

Silke Pippert from Coca Cola (Germany & Nordic Division) described how, following a change at the top, a staff survey showed that employees were not engaged. They decided to move employees from being managed to wanting to manage their own careers. Benchmarking against companies like GE and Amex, they developed an integrated career development strategy using an on-line Insala system. Employees develop their career plan using a variety of self-assessment tools, and the process makes explicit who is responsible for what – the employee, the manager, HR and the company.

Sarah Lane, the Leadership Development Manager for Woolworths, described how they use executive coaching during the first 100 days to speed up the time taken for new managers to reach performance targets from six to three months. With coach and manager reviews at 30 day intervals from induction, the process is highly visible, provides a powerful framework, prevents failure and ensures new leaders succeed and add value faster.

The final session was a joint presentation and the only one from the public sector. Anne-Marie Gustaffson managed a 7-year life and career-planning project called PROPELLOR covering 9 Swedish civil service organisations. Eva Bentsson, her co-presenter, was from LOK, a similar project. Based on the premise that career planning is an investment for both the individual and the organisation, the projects helped almost 900 people, average age 48, with their career management. Within 3 months of the end of the programme almost a third of the participants had moved on to new jobs in the public sector and just over a half were in the same job but with a career plan. A year later a further third of those with a plan had also moved on.

At the end of a busy and inspiring day, one of the participants summed it up in the plenary session when he said; “career management is not an option but an imperative!”

Mike Guttridge - G2 Career Coaching

Need some tips on marketing yourself as an independent practitioner?

Listen to Claire Coldwell in an interview for ACP International's radio programme

via www.acpinternational.org Broadcast date 18 December 2005.

Who are the UK board? And what do they do?

Claire Coldwell (claire@adastra-cm.com) is UK President and a member of the World Council. She runs her own consultancy, Ad astra, and is expert in the use of psychometric tools.

Penny Chester (penny.chester@i-c-solutions.com) is UK Past-President. Her own consultancy, Integrated Consultancy Solutions, delivers expertise in organisational consulting, focusing on achieving successful business solutions through unlocking the potential to perform.

Lin Dalby (conwayconsulting@talk21.com) is President of the West of England and Wales Chapter. She spends part of her time as a Training and HR manager and the remainder being involved in coaching and training assessment/evaluation and has experience of working in industry and both the public and private sector.

Christina Evans (christina@evans6.me.uk) is President of the South of England Chapter with a portfolio career covering careers research, consultancy and lecturing on HRM in higher education.

Simon Hamm (hamms@regents.ac.uk) is President of the London Chapter. He is a Member of the Strategic Planning Society and Head of Careers and Placements, European Business School London.

Nick Hawkins (njhawkins@aol.com) is a former UK President and the European Representative on the 4 strong International Ethics Council, a Governor of ICC International and editor of this newsletter. He is a part-time Associate Consultant with various firms.

Joe McLeod (joemcleod@tiscali.co.uk) is Finance Director and former London Chapter President. He is a senior careers consultant with specialist City experience.

Cathy Rowbottom is a skilled, CIPD trained, professional Training and Development Consultant, qualified experienced Counsellor and Coach, and NLP Master Practitioner. She has strengths in communicating, influencing and in particular, developing Emotional Intelligence. She runs Maestro People Development Ltd. whose primary aims is to 'bring the best out in people' by marketing the latest training and development ideas and providing the best trainers to deliver so that clients get high quality results and value for money. She has now taken on the fledgling Midlands Chapter, with which we wish her the best of good fortune in 2006.

The Notice Board - Forthcoming Chapter Events

West of England and Wales Chapter

18 Jan – TetraMap An Adventure into the Nature of Behaviour – Louise Duncan

Feb – date to be confirmed – Marketing and growing your business – Peter Hawton

Mar – date to be confirmed – NLP

The Northern Chapter

regularly holds events in Leeds or Manchester.

Contact Claire Coldwell on claire@adastra-cm.com

for more details.

South of England Chapter

We meet bi-monthly in Winchester on Saturday mornings.

Next meetings: Saturday 21 January - Rob Nathan, Career Counselling Services - Using Appreciative Inquiry In Your Career Coaching/ Counselling Practice

Saturday 25th March - one day conference to celebrate the Chapter's 10th Anniversary. Sessions confirmed so far: Carole Pemberton - Coaching to Solutions, Chris Howe - Leadership the Masai Way. More details to follow in the New Year.

For those who cannot get to the Saturday sessions we also run some mid-week evening sessions in the Thames Valley area.

Further details can be obtained at www.acpi-southuk.org, or by emailing Christina christina@evans6.me.uk

The London Chapter

regularly holds Midweek evening events in Central London. Contact Simon Hamm on 020 7487 7419 or hamms@regents.ac.uk for more details.

Tessa Hood has agreed to talk on Branding for Professional Success on 22 23 or 24 Feb.

Justin Patten and Phyllis Rock are joining the London Chapter Board.

The Midlands Chapter

We are delighted to announce the launch of the Midlands Chapter. The inaugural meeting took place at the end of the September.

A full report from Cathy Rowbottom is on page 4.

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Main Website address: www.acpinternational.org - an excellent place to visit, do use it

Chapter website addresses: www.acpi-southuk.org and www.londonacpi.co.uk

Midlands Chapter News

The inaugural meeting took place at the end of the September, with a second successful meeting in December. There were over twenty attendees at both meetings and initial feedback suggests that people are definitely interested in supporting a Midlands Chapter. Kevin Eyre from S A Partners was our first guest speaker and he delivered an excellent presentation on transition Coaching' looking at the importance of coaching people through change helping to support them in their role during times of great turmoil. This approach which focuses on the person as well as their task or project, results in accelerating their performance and enhancing their careers.

Our second guest speaker was John Lees, author of several best-selling books and his latest entitled 'Take Control of Your Career'. He spoke with passion and enthusiasm about how the business world has changed during the past 50 years and about the current expectations of both employers and employees. It was interesting to hear how not that many years ago the expectation was that we would only be working 5 hours per week (I wish I hear you say!) and that it was unlikely that we would ever have computers in the home!

Our aim will be to put together a plan of Chapter meetings for the New Year, probably bi-monthly with engaging speakers covering topics relevant to anyone who is interested in either developing their own business and career or who are involved with supporting and developing the career of others.

For now, we would like to wish you all a Very Merry Christmas and a Prosperous and Peaceful New Year.

Best wishes to you all

Cathy Rowbottom