

What exactly is a “Career Transition Program”?

A Career Transition Service is a program of work commissioned mostly by employers, for individuals displaced from organisations where their roles are disappearing.

In broad terms, the service suppliers providing career transition services will work through various combinations and forms of the following:

- ✔ Adapting to change: reading, coaching and activities designed to help individuals manage career change (and the broader consequences) constructively
- ✔ Reading, coaching and activities intended to help identify core values, signature strengths and capabilities, professional skills and experience
- ✔ The exploration of alternative next career directions and reality testing
- ✔ Representation, including via social media and via a resume
- ✔ Engagement with formal channels: recruiters, Seek, Search firms etc.
- ✔ The critical skills involved in research, networking and intelligence gathering skills
- ✔ Strategy and tactics in engaging with prospect organisations and in negotiating a worthwhile outcome
- ✔ Creating effective self-employment, in a range of forms, including winning directorships, starting or buying businesses, consultancy, teaching, non-profit involvement and portfolio careers
- ✔ Financial sufficiency, financial planning, tax and superannuation.

Programs vary in duration, content, design, the seniority of the consultants, the resources provided and their flexibility – generally with more of these elements for more senior people. (Macfarlan Lane specialises in tailored open-ended senior level services, supported with extensive resources in relation to research, external specialist advice and facilities.)

Career transition services are commissioned by organisations to support individuals who are losing employment through no fault of their own – and sometimes by individuals themselves, looking to quietly move on from an unsatisfactory situation. When commissioned by organisations, they express the values of the organisation around caring for people. This service then is commissioned as a part of preserving the employment brand of the organisation: its ability to attract and retain talented people. All large firms have an “alumni” of former staff, many of whom stay in touch with each other and with former colleagues – and through whom the employment brand of the organisation is carried, especially in the world of social networking. Of course an employment brand is also conveyed by what existing staff say to friends and potential recruits in the future.

Once career coaching begins with an individual, the process is confidential (in order to win the trust of the participant, and to ensure that absolutely frank and fearless advice is given where necessary.) General feedback only as to the broad progress of each individual is provided back to the organisation, where there is an organisational sponsor.

An effective career transition progress helps individuals move quickly into constructive activity, lessens the risks of litigation, helps individuals make wise decisions about future careers and materially shortens the period of transition to a new career for most participants. Organisations retaining these services should carefully measure the quality of what they are commissioning, by remaining in touch with the affected staff, and monitoring their progress. There are quite specific questions to ask to probe the depth, tenacity and creativity of what is supplied. (These can be supplied by Macfarlan Lane, and flow from research into this service sector and the experience of senior individuals). [Click here for more.](#)