

Career development activities

What is career development?

Many organizations view career development in a typical way that a person will move up over time within a specific job ladder. Compensation guidelines are established to enable growth within these ladders. The better idea of career development is to assist people to match what they are good at and interested in. The career development plan has to have a plan associated with it, a clear path to upward mobility, and increased opportunities.

Typical organizational approaches to career development

Many organizations have established job ladders and training programs for career progression. The focus is growth within the company and usually within the specific job group. People who can move up the career ladder are usually limited by compensation schedules, performance reviews, and lack of opportunities. People with poor performance reviews are even more restricted. When career development programs remain limited to a select group of people, most will feel left out or maxed out when pondering career choices within the organization. Additionally, most career development programs are only focused on growth within the job group, and it can be difficult to move outside of one's core job. It is more difficult to get educational opportunities in new interest areas that don't relate to one's job or area in the organization. For example, many people burnt out in their current role might benefit from a job rotation to another area of the organization. A new learning process might improve the person's attitude towards the organization and the organization might benefit from a new perspective as well.

What happens during a poor economy?

The worst is how organizations deal with career development in a poor economy. Educational opportunities or training programs are cancelled, and development talks between employees and management are put on hold too. The environment takes on a crisis mode, and things like career development are better left for another time or at least that's the way it seems. The best manager knows that during challenging times even MORE emphasis should be focused on people development to keep morale high and more importantly show that the organization will invest in their people on an on-going basis despite the economy. These methods don't always cost money. For example, implementing coaching programs within the organization to focus on development, implementing new job rotation opportunities, enabling people to offer education to peers on their areas of expertise are all ways to show people during difficult times that the emphasis is still on the people.

The developmental life cycle and work

One might assume that people will always make good career development decisions; however, this does not take into account the dynamic aspects of the career making