



Growing

GROWING PROJECT FINAL CONFERENCE

Career guidance at the workplace in SME



Wednesday, the 20th of July,



10:00 – 13:30 CET



AEP - Associação Empresarial de Portugal
Av. Dr. António Macedo 196, 4450-617 Leça da Palmeira, Portugal

Career guidance at workplace

Benefits and Challenges

Career Management: 2 different visions?



Organisation -> Business Drivers

- Strategic goals
- Vision
- Purpose
- Values
- Organization Culture
- ...



In order to achieve these drivers, we need a happy, **engaged** and functioning team to execute it!

And one with the **right set of skills**

Without the **right team**, willing to put the effort in, the chances of success are slim!

Talent Management

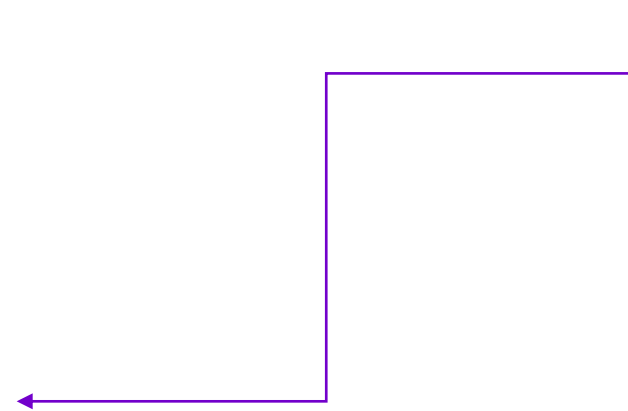


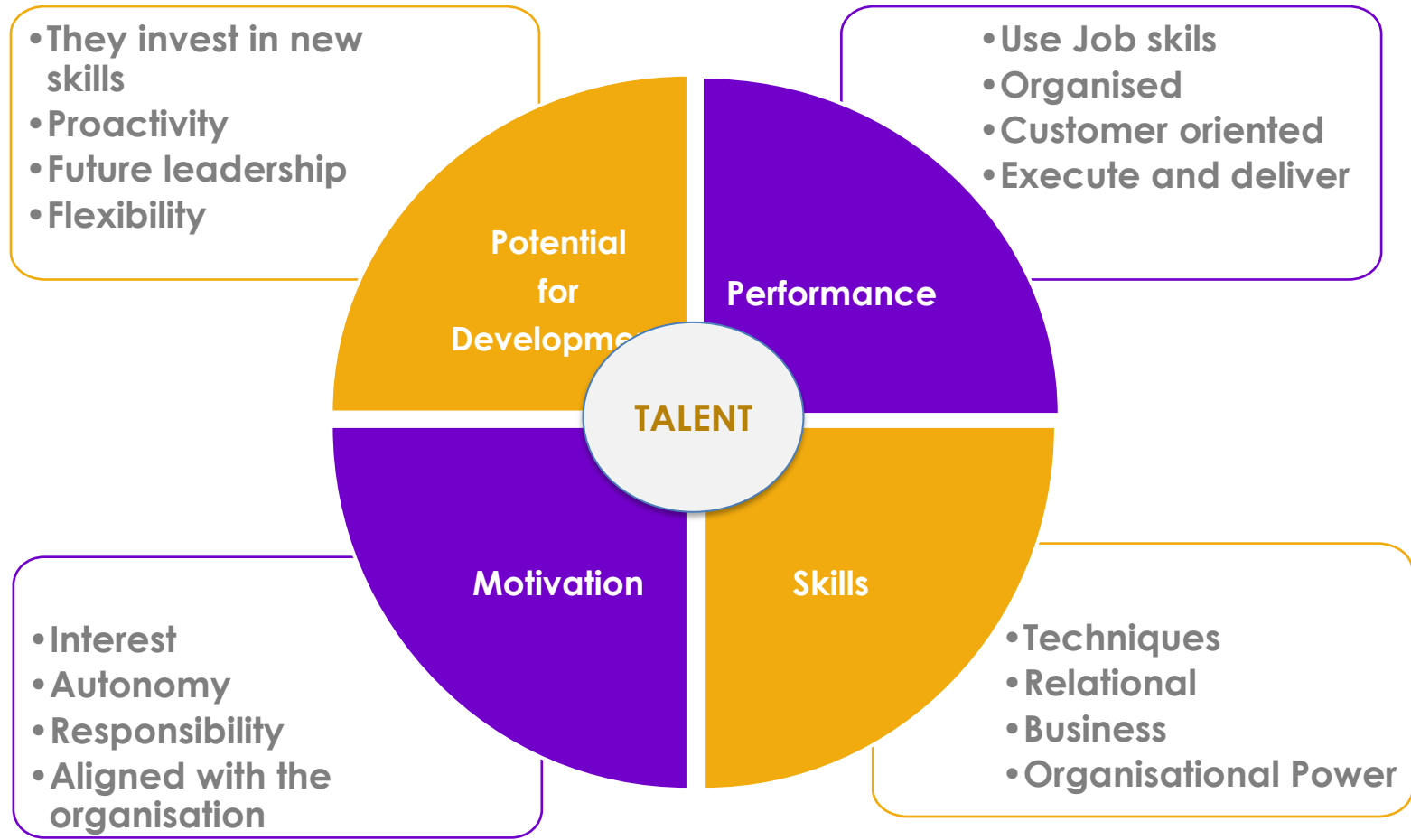
Talent Management

Makes the link between people management processes and business strategy

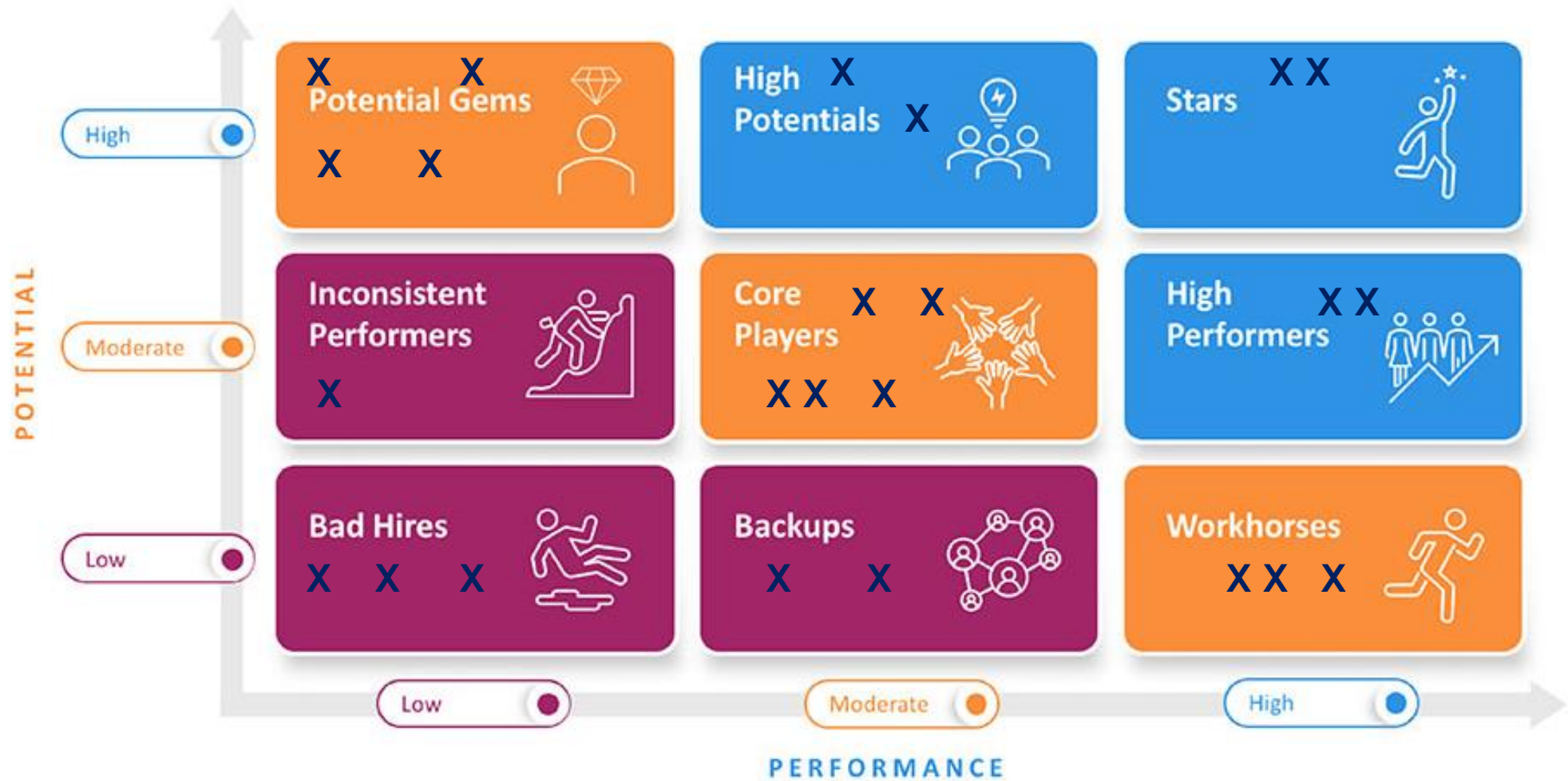
The aim should be to move beyond the mere optimisation of talent into a competitive advantage

What is a TALENT in an organization?





9-Box Talent Matrix



Career Management

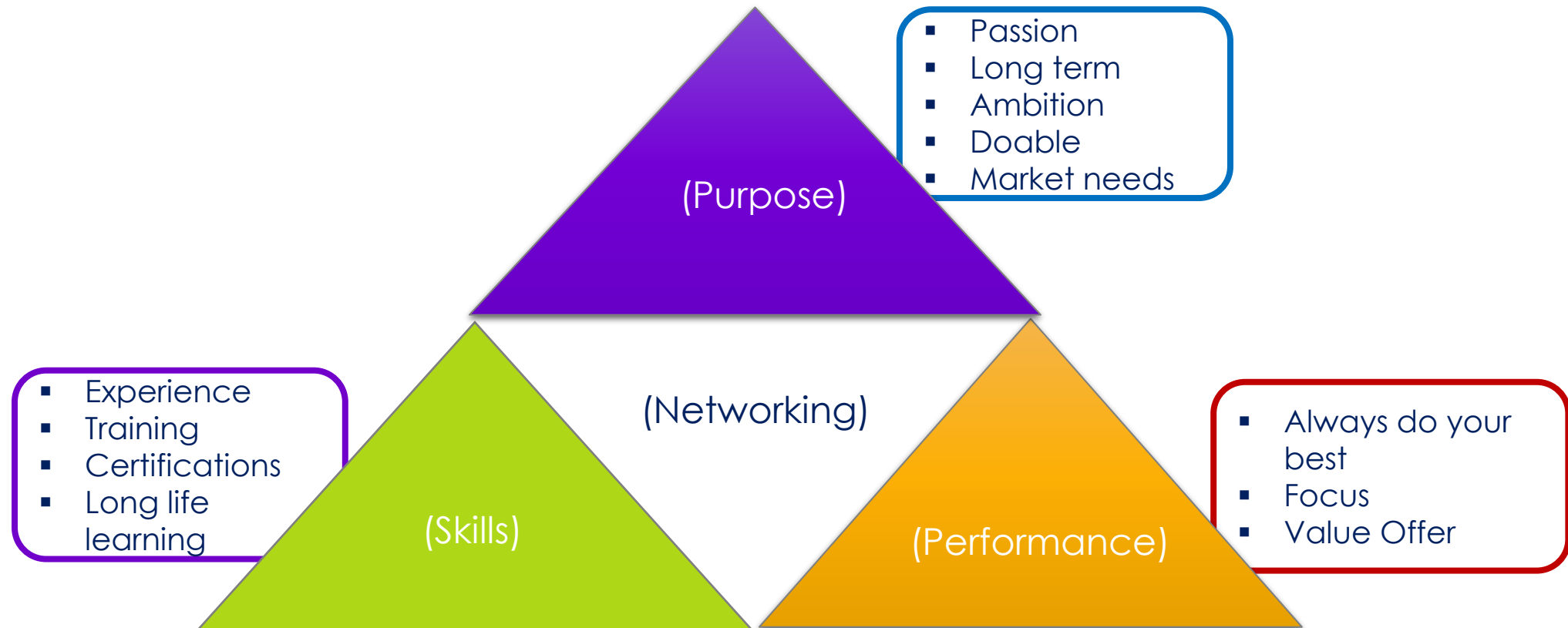
PAST

- Company,
- One Organization
- One Profession
- One Region
- Predictable/Planned
- Ascendant
- Long term
- Security
- One size fits all
- Upwards/ Money/ Power

PRESENT

- Person
- Various
- Various professions/ Skill portfolio
- World
- Unpredictable/ Unstable
- Circular/ Lateral
- Short term
- Employability
- Workforce of one
- Achievement/ Balance/
Autonomy/ Projects

How do I build my career?



Thank You

Nuno Marques Silva

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