

# Via Career Coaching



## Via Career Coaching for organisations - autumn/ winter 2011 -12

Via Career Coaching believes in the benefits of work engagement. Just take a look at Via's career coaching programs - supporting your organisation in creating career development and fulfilment. Our coaching programs have a future orientated and solution focused approach, taking the qualities of your staff members as a starting point.

### **Individual career development coaching**

Via Career Coaching creates ways for your employees to identify their qualities and develop their career. This career development coaching program consists of 3 to 6 solution focused coaching conversations

and includes a personality assessment tool.

### **Team development coaching**

Via team coaching offers ways to professionally develop your team and find purpose. Via has a range of personal development tools that can be used.

### **Carrying out staff career scans**

Offering a regular career scan to your staff is an effective way of facilitating career development. Your organisation may have committed to conducting regular career scans in your CAO Collective Bargaining Agreement. Via Career Coaching is a qualified partner to carry out career scans, committed to the NOLOC code of conduct. A career scan consists of

a thorough personality test and 2 to 3 solution focused coaching conversations.

### **Via Career Trainings**

Via Career Trainings empower participants to gain more awareness of their qualities and make fitting career choices. Just visit [www.viacareercoaching.com](http://www.viacareercoaching.com) for the full overview of Insight and Skills trainings that Via offers.

### **Discovering company HR objectives**

Via can be hired as a facilitator in discovering common ground in the HR objectives in your organisation. A tool that Via uses here is World Cafe based on the principle of co-creation.

Does the above sound like music to your ears?  
Via looks forward to telling you more and sending you a tailor made proposal. Just get in touch.