



EMPLOYEE CAREER TRANSITION JOURNEYS

This modular career transition journey supports leaders at key stages of progression by allowing organisations to engage across full career pathways or target specific leadership transitions.

Sustain Performance Through Leadership Transitions

Career transitions are moments of heightened risk for both individuals and organisations. When leaders move into roles with greater scope and responsibility, performance often stalls because expectations, behaviours, and ways of working haven't shifted quickly enough.

This learning journey is designed to support leaders through those critical transitions. It provides structured development across key leadership passages, from early career foundations, to first-time management, to leading teams, managers, and ultimately enterprise-level performance. Leaders are equipped to adapt to changing skill demands, expand their impact from individual contribution to enabling others, manage delegation, and shift their focus from short-term delivery to long-term strategy.

KEY OUTCOMES

- Advance Strategic Thinking
- Master Leading Through Others
- Elevate Decision-Making Confidence
- Strengthen Resilience & Wellbeing
- Adapt Communication & Presence
- Create Personalised Development Roadmaps

WHO IT'S FOR

- Organisations building clear career pathways and reducing attrition through proactive people development
- Graduates entering their first professional roles
- Professionals transitioning into first-time management
- Managers taking on broader team responsibility
- Senior managers stepping into executive leadership roles

DURATION

The modular journey design allows for flexible engagement:

- Full career pathway intervention (6-9 months covering multiple transitions)
- Targeted single-transition interventions (2-3 months per transition level)