

CCS WINTER ALUMNI EVENT

2ND February 2024 – 9 am – 5 pm

Roehampton Club, London, SW15 5LR

Welcome to this exciting **in person Programme** with a selection of practical and relevant workshops led by experienced and expert guests and alumni. There will be ample opportunity to reconnect with your fellow CCS Alumni and forge new relationships.

Key features:

- Workshops to deepen your knowledge of practical aspects of career coaching as well as important theoretical frameworks
- The latest thinking about the application of AI to career coaching
- All workshops feature break out discussions
- Plenty of time to chat informally
- Access to all slides and resources links
- Lunch and all refreshments included

CCS Face-to-face Alumni events are a great place to develop your professional skills and practice, to refresh and make new contacts, and to revitalize your energy for this work.

Programme and timings

09.00-09.15:	<i>Arrive, welcome refreshments</i>
09.15	<i>Introduction to the day: Rob Nathan</i>
09:30-10.45	Helping clients manage their careers and still feel authentic – the tricky art of talking about yourself without feeling fake: John Lees
10.45-11.15	<i>Refreshments</i>
11.15-12.30	The Impact of Covid on Women's Careers: Kate Mansfield
12.30-13.30	<i>Lunch</i>
13.30-14.45	AI and Career Coaching: Michael Larbalestier
14.45-15.15	<i>Refreshments</i>
15.15-16.30	Career Construction Theory: Enabling clients to create their sense of agency and adaptability: Julia Yates
16.30-17.00	<i>Reflection, Evaluation, Close</i>
17.00 and after	<i>Drink in bar for those who wish</i>

Please read on for Overview of Workshops and Speaker Bio's

Helping clients manage their careers and still feel authentic – the tricky art of talking about yourself without feeling fake

John Lees

John Lees, author of *How To Get A Job You Love* explores a range of techniques we can use with clients to focus on energy as much as evidence. In an interactive workshop John will focus on

- ✓ Dealing with the biggest barrier to career change – helping clients to talk about themselves
- ✓ Managing your message, especially if you don't know what you want to do next
- ✓ Small steps – testing, building, acquiring new brain habits
- ✓ Encouraging exploration mode rather than competition
- ✓ Support trios
- ✓ New scripts for old challenges
- ✓ Authentic connecting - planting messages and telling energised stories
- ✓ Springboard Conversations - a new approach to informational interviews.



John Lees has published 15 books on careers and work including 12 editions of *How to Get a Job You Love*, winner of the Australian Career Book Award. His books have been translated into Arabic, Georgian, Polish, Japanese and Spanish. John has delivered workshops in Ireland, Germany, Mauritius, the USA, South Africa, Switzerland, Australia and New Zealand. Recent corporate work includes projects with ABRDN, Boston Consulting Group, CareerShifters, Deutsche Bank, Intuit, Manpower, The Met Office, and business schools across the UK.

John is a graduate of the universities of Cambridge, London and Liverpool, and has spent most of his career focusing on the world of work, serving as Chief Executive of the Institute of Employment Consultants (now the Recruitment & Employment Confederation). He was a founding board member of the Career Development Institute and is a NICEC Fellow.

The Impact of Covid on Women's Careers

Kate Mansfield

In this session, Kate will share some of the data from post-pandemic studies on women's careers exploring both the positive and negative implications of the pandemic on female career development. Much is celebrated in terms of a profound shift towards flexible and hybrid working, yet is there a hidden cost to career development for women in particular? Kate will share some practical tools that can support women to find ways to construct work on their own terms and to manage their personal brand to ensure that their voices and impact are not being lessened and that decisions based around how they work, are not inadvertently impacting their progression and development.



Kate is a Career Coach and Programme Director at CCS responsible for designing and delivering career development programmes for CCS clients in the UK and internationally. Kate is also a Lead Tutor on the CCS Accredited Career Coach Training course as well as a qualified Career Coach Supervisor with Oxford Brookes.

She continues to coach clients individually, with a particular interest in the career paths of women. Many of her individual clients are mid to senior level female professionals wishing to construct their careers successfully on their own terms. Typical focus includes how to identify and leverage strengths at work; overcoming issues of impostor syndrome; how to build personal brands in ways more aligned to values and preferred ways of working.

Kate worked with Women Returners for 7 years, as Lead Coach supporting women who had taken extended career breaks to successfully transition back into the workplace and supporting organisations to create the infrastructure to enable a successful return for the individuals.

Her earlier career included 13 years in executive level HR Recruitment and Interim Management recruitment. After a short career break to have her own family, Kate realised her true passion lay in supporting individuals to find rewarding and fulfilling careers and in helping organisations to create the environments which enable people to thrive.

AI and Career Coaching

Michael Larbalestier

Michael Larbalestier, Head of Digital Products at The Career Innovation Company, and Digital Associate at the Career Development Institute will lead an exploration of how AI might impact career coaching. We will discuss the nature of AI, and some of the concerns, challenges and ethical issues which arise. The session will also look at some of the key tools and applications of relevance to career counselling and coaching. There will be opportunities to work in small groups looking at some case study material, and think more about how we can safely explore potential use while also sharing good practice going forwards.



Michael's focus is on crafting innovative digital products and resources which engage and empower people to develop their skills and careers. An expert career practitioner, coach and trainer, Michael has been an active innovator in the use of technology in career development for 30 years. He places a strong emphasis on consultative, customer-centric design to align product features with customer needs and priorities.

Michael is active in the Career Development Institute and Chartered Institute of Personnel and Development, where he is a thought leader, championing digital skills development. He is a Fellow of the National Institute for Career Education and Counselling, and a regular presenter of seminars and webinars. He is also an occasional tutor, training career practitioners working towards their professional qualifications. Michael completed an Executive MBA with Quantic School of Business & Technology in 2020.

Career Construction Theory: Enabling clients to create their sense of agency and adaptability

Julia Yates

Mark Savickas's Career Construction Theory is an approach to career development that helps us to navigate the modern VUCA workplace and define career success on our own terms. It highlights the value of developing agency and being adaptable, and acknowledges the inseparable nature of life and career, and the importance of finding work that is personally meaningful. In this interactive session Julia Yates is going to introduce the theory and share two approaches to using it in practice. First, the Career Style Interview that helps clients delve deep to identify what Savickas calls our 'life themes', and then Porfeli and Savickas's Four Cs model of Career AdaptAbilities which offers clients a way to audit and enhance their career-related Control, Curiosity, Confidence and Concern.



Dr Julia Yates is a Chartered Psychologist and an Associate Professor at City, University of London where she teaches career development and coaching on the MSc in Organisational Psychology. Alongside her academic career, Julia works as a career coach and trainer, supporting individuals and organisations with their career development planning. Julia is passionate about making stronger links between research and practice, and writes and speaks widely about the practical application of research and theory in practice. She has delivered over 100 talks, written more than 50 articles and is about to publish her fifth book, Organisational Psychology: an essential guide.