



## Career Counselling Services

Business Psychologists and Career Coaches

# CCS Winter Event

Embracing the strengths of life experiences

31<sup>st</sup> January 2025

Roehampton University Conference Centre

We look forward to welcoming you to the 2025 Winter Alumni Event at Roehampton University Conference Centre.

This exciting in person programme has a selection of practical and relevant workshops led by experienced 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
- 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 revitalise your energy for this work.



This upcoming day promises to be packed with insights, practical tips, new approaches and of course ample opportunity to exchange ideas with colleagues. The theme of the day will be **Embracing the strengths of life experiences.**

Workshops include: -

- Practical ways to support neurodivergent clients in career coaching (Tamsin Crook)
- Leveraging the strength of intergenerational teams (Gilly Freedman and Rob Nathan)
- Parenthood - the ultimate personal development opportunity? (Frances Cushway)
- Harnessing the strength of returners: enabling successful transitions back to the workplace (Karen Danker)



# Programme

09:00-09:15	Arrive, welcome refreshments
09:15-09:30	Introduction to the day: Rob Nathan / Kate Mansfield
09:30-10:45	<b>Practical ways to support neurodivergent clients in career coaching</b> Tamsin Crook
10:45-11:15	Refreshments
11:15-12:30	<b>Leveraging the strengths of intergenerational teams</b> Gilly Freedman / Rob Nathan
12:30-13:30	Lunch
13:30-14:45	<b>Parenthood - the ultimate personal development opportunity?</b> Frances Cushway
14:45-15:15	Refreshments
15:15-16:30	<b>Harnessing the strengths of returners: enabling successful transitions back to the workplace</b> Karen Danker, Career Returners
16:30-17:00	Reflection, evaluation, close
17:00-17:30	Networking



# Practical ways to support neurodivergent clients in career coaching

Neurodiversity is a topic that is gaining significant recognition and is an incredibly important area to have understanding of as a career coach/supporter, as we know that neurodivergent people (NDers) are typically over-represented within our client base.

This workshop begins by introducing some contemporary research around neurodiversity, and the importance of taking an intersectional approach to this work. Next, we will explore some of the challenges that NDers may have faced in their lives to date, that may continue to have an impact on their experience of work and their career development to date. We'll also explore the myriad strengths of NDers, and the huge benefits that a neuroinclusive approach to work can bring to organisations and society as a whole. Finally, we'll bring all these insights together, offering some practical actions that you can take when working with NDers, or those presenting with ND traits. An essential part of working with ND clients is understanding ethical boundaries, so we will also create space to think about what this means for our own work and professional development.



**Tamsin Crook**

Tamsin Crook is an independent ICF accredited career coach at Making Careers Work, with a particular focus in working with neurodivergent clients. Prior to this, she worked within HR and Learning and Development roles in the private, public and voluntary sectors. She has an MSc in Career Management and Coaching, has published an academic paper on ADHD career strengths and successes with Almuth McDowall, and is currently studying for MSc Psychology, and ongoing neurodiversity coaching development programmes. She has three teenage boys and a dog to wrangle, so finds relaxation and focus in her work, gardening, and walking with friends.



## Leveraging the strengths of intergenerational teams

Rob and Gilly, in collaboration with Kate Mansfield, Tamsin Crook and Frances Cushway, are about to publish a new Handbook for managers and employers to conduct holistic career conversations. In the book, they explore the strengths which people of all ages bring to the workplace, but which are not fully utilised. This workshop will look at the benefits to employers of intergenerational teams and focus on ways in which colleagues of all ages can recognize, celebrate and utilise the strengths of one another. The workshop will also introduce a practical and fun exercise for noticing strengths.



Gilly Freedman & Rob Nathan

Gilly is a Career Coach, Accredited Executive Coach, Course Tutor and qualified Coach Supervisor with a Masters in Psychology. She is Principal Career Coach at Career Counselling Services where she works with a wide range of clients and organisations, as well as specialising in coaching doctors. She trains HR and line managers in career coaching skills and has wide international experience. Relaxation involves running with her dog, Wilma, and piano accompaniment.

Rob has pioneered holistic career coaching and career coach training in the UK and globally. He is the co-author of two previous books: *How to Survive Unemployment: Creative Alternatives* (with Michel Syrett) and *Career Counselling* (with Linda Hill). He is the Founder and CEO of Career Counselling Services, where he combines 1:1 career coaching with supporting employers to build sustainable career development support for their employees. He loves working with diverse groups and continues to work extensively with the United Nations.



## Parenthood - the ultimate personal development opportunity?

Becoming a parent is one of the biggest identity transitions someone can go through after adolescence and very often the most impactful to happen in their lifetime. But did you know that parenting and caring for our children can also bring benefits to our careers?

In this workshop we will explore how becoming a parent brings a period of enhanced brain neuroplasticity that sees us develop skills that not only help us be the best parent we can be, but also benefits the organisations we work for.

We will look at research into the hidden strengths both mothers and fathers develop as a result of becoming parents, and how you can help the parents you work with reflect on and acknowledge their boosted skills as part of your career coaching work.



Frances Cushway

With a degree in Psychology and PGC in Career and Talent Management, Frances Cushway has been supporting women through career transitions since training as a Career Coach in 2006. She founded The Maternity Coach, which works with a broad range of organisations to support the transition to parenthood and trains coaches to work as Maternity Coaches. Her work has been recognised by the CDI where she has been a finalist for Career Coach of the Year. She is married, with two daughters, and takes refuge from the madness of the work-life juggle in local coffee shops and pilates classes.



## Harnessing the strengths of returners: enabling successful transitions back to the workplace

Individuals who have taken career breaks offer employers highly sought-after talent that contributes to a diverse workforce boosting innovative approaches and creative solutions (cognitive diversity). Returners offer many skills and strengths, and the benefit of diverse life experiences. Time away from the workplace has been proven to offer many advantages. Yet returners struggle with structural and personal barriers that often make the journey back to work difficult to navigate. Career Returners has led the way in partnering with employers to create solutions that enable returners to successfully transition back into the workplace.

This workshop will describe the strengths of those who take career breaks, highlight some of the challenges that returners face in resuming their careers including the identity transition that they may experience. Finally, it will share some success stories and practical ideas for employers looking to bring returner talent into their workplace and who wish to support them in their transition back.



**Karen Danker**

Karen Danker is Head of Coaching at Career Returners, a social impact consulting coaching and network organisation that works with employers, career returners and government to enable professionals to return to suitable-level roles after an extended career break.

A licensed Career Coach (through CCS!) and qualified solicitor, Karen has extensive experience in supporting returners to work. In her early career, she practised law and then moved to head up the graduate recruitment function of a city law firm.

After a career break in the US with her family, she joined Timewise, where she first began to support women to find quality work that matched their skills and seniority. She has also worked within the charity sector, running leadership programmes for professional women.

