

Career Conversations

Overview

To support Line Managers with their career conversations and to better understand the aspirations and potential of their team members.

There is an increasing need to spot, nurture and develop potential in Network Rail. There is a desire to increase internal mobility through the development of potential into business-critical roles. This programme supports high quality, higher frequency career conversations that show that everyone in Network Rail is considered talent and progression is possible.



Programme Information

Course Duration: 3 x 90 minute workshops spread 1 week apart.

Programme Objectives:

- How to have a curious career conversation
- How to understand your team members comfort, challenge and courage zones
- How to help your team member understand what success looks like for them
- How to help your team member understand their strengths
- How to help your team member develop a development plan
- How to help your team member identify career possibilities
- How to support your team member overcome beliefs that might hold them back



Topics and Sessions:

- Explore - Helping team members understand where they are in their career and what their aspirations are for the future.
- Support - Increasing self-awareness, application and ongoing development in line with career aspirations.
- Accelerate - Enabling high potential talent to learn, grow and develop at pace through increasing grit and confidence and exploring possibilities.

Further Information

The Leadership Development Team -
LDT-LeadershipDevelopmentTeam@networkrail.co.uk
Delegates can self-nominate via Oracle



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