

Agenda

Day 1

Morning:

- Individual progress updates
- Career goal refresh
- Peer feedback in peer groups

Afternoon:

- Raising your profile
- Developing resilience
- Mentor panel - tips for going forward

Suggested activities in addition to your self-directed day resources

Individual Activities

Make a list of who you would like to approach for mentoring and/or spot mentoring going forward. And then do it!

Think about how you can help others with their positioning/career development, based on what you've taken from the programme.

How are you going to raise your profile? To who? How?

Complete your milestones worksheet.

In Peer Groups

Share your refreshed career goals with each other.

Reflect on your experience as a Peer Group over the past year and discuss whether/how you want to stay in touch going forward.

Share your milestones with each other and offer suggestions as we did in Module 1.

When you have time

Have 'virtual' coffee with 3-5 people who are in your network or who you would like to add to your network, to share your career aspirations and pick their brains.

These are our suggestions – if you have other ideas, either individually or as a Peer Group, please feel free to pursue them

Career Planning - Milestones

1 What I Want

Milestones

3.6

by when:

3.5

by when:

3.4

by when:

3.3

by when:

3.2

by when:

3 3.1 (start here)

by when:

2 My relevant current situation

Tips for Thinking About What You Want

- 1 **Being completely honest about what you really want** rather than choosing only what seems possible or reasonable. (How can you know what's possible if you don't aim for it?)

Notes:

- 2 **Defining it clearly enough that you'll know if you've achieved it (or how far you still have to go)** rather than choosing vague outcomes e.g. "job satisfaction", "a good salary" or "work-life balance"

Notes:

- 3 **Choosing what you want for its own sake, independent of your current circumstances** rather than just thinking about how to solve current problems (which at best will leave you with the absence of something you don't want instead of the presence of something you do want!) or just using your current circumstances as your reference point e.g. "more respect" or less stress"

Notes:

- 4 **Describing the end result you want** rather than focusing prematurely on processes e.g. "get a qualification" or "networking". (You may not know what steps will get you what you want until you start taking them)

Notes:

Raising Your Profile - Developing Your Elevator Pitch

Who are you? How would you describe your personal brand?

1

2

3

What qualities or abilities do you bring to any situation?

1

2

3

What do you want in the next phase of your career?

Delivering Your Elevator Pitch

Headline:

Three key messages:

1

2

3

Call to action:

Who needs to know this about you?

What actions can you take to ensure this happens?

1

2

3

4

5

Module 5 Hot Topic - Raising Your Profile

At Module 5 you will be looking at how to position yourself for success beyond graduating from Crossing Thresholds.

In this module you will:

- Refresh your career goals and milestones
- Receive feedback from your peers about your skills, talents and positive attributes
- Develop and practice your 1-minute elevator pitch
- Consider who needs to know what you want and what you have to offer
- Consider how you will remain resilient

For your final Hot Topic Peer Groups will be working within their own smaller group. The Hot Topic at this module is delivering a short elevator pitch style presentation to a significant person in your future career.

In advance of the module 5 Self-directed day:

- Invite one person each (line manager/counter-signing manager/person influential in your career)
- Decide on the timing and duration (we suggest booking an hour in the afternoon)
- Reflect on your key learnings from the programme - what has changed in your thinking during the last year
- Think about what you want your audience to take away/do as a result of your presentation

Suggested presentation content:

- What have you already put into practice from the programme – share any outcomes you've observed
- Your personal brand
- Your career goal and key milestones

Build into the agenda a session following each elevator pitch to invite ideas from your audience regarding how you might progress your career journey and how the people in the room can help you achieve your career goals (starting with your own invitee).

The Thresholds team see tremendous progress from participants over the duration of the programme. This session is designed to give you an opportunity to practice everything you've learned from the modules and create a space for influential people in your work life to see your progress, create opportunities to develop your potential and continue to invest in your future development.

Developing Resilience

1 Solution Oriented

Knowing what you are trying to achieve, and keeping your goal, values and purpose in mind will help you adapt your approach and see the bigger picture when things are difficult.

2 Manage Stress

It's also important to know what sustains you and keeps you going, and what you find stressful. Develop healthy habits that keep you feeling energised and motivated.

3 Personal Accountability

Being accountable for your actions, and acknowledging the part others play will help you stay balanced and avoid too much blame/victim mentality which can keep us stuck in a pattern of thinking. A good level of self-awareness means it's easier to confidently rely on ourselves, our knowledge and previous experience when facing setbacks.

4 Optimism

Perspective of your situation is crucially important to your resilience. Acknowledging where a particular setback sits in the grander scheme of things is helpful to avoid 'catastrophising' the situation.

5 Flexible to New Experiences

One of our greatest strengths is our ability to adapt to different circumstances and be flexible in our approach rather than stuck. Challenging yourself out of our comfort zone (for small, manageable periods of time), is by definition how we learn. This learning increases our confidence to deal with situations that may seem difficult.

Resilience Framework

Work through the questions below and apply to a setback you are currently facing

- 1 What's the best possible outcome?** (Stepping back taking a big picture view)
- 2 What do you do to manage stress? What sustains you? Who else can support you?**
- 3 What is within your control?**
- 4 Can you see the situation holistically? How would someone else view it? On a scale of 1 - 100, how serious is the situation in the whole of your life?**
- 5 Could you adapt to this situation in a different way? What creative solutions could improve the situation?**

Once a Thresholder, Always a Thresholder

Ways to stay in touch:

- Sign up to grad panels (look out for our email invites)
- Join the mentor pool
- Write a blog for us. [Contact us](#) for more information
- Follow us on [LinkedIn](#)
- Join our [networking events](#)

Congratulations and keep flexing your want muscle!



