



# Having an Effective Career Conversation with your Supervisor



Thursday  
24 February  
2022

# Your Host Today...



**Imrah Mughal**  
Career Development & Experience Analyst

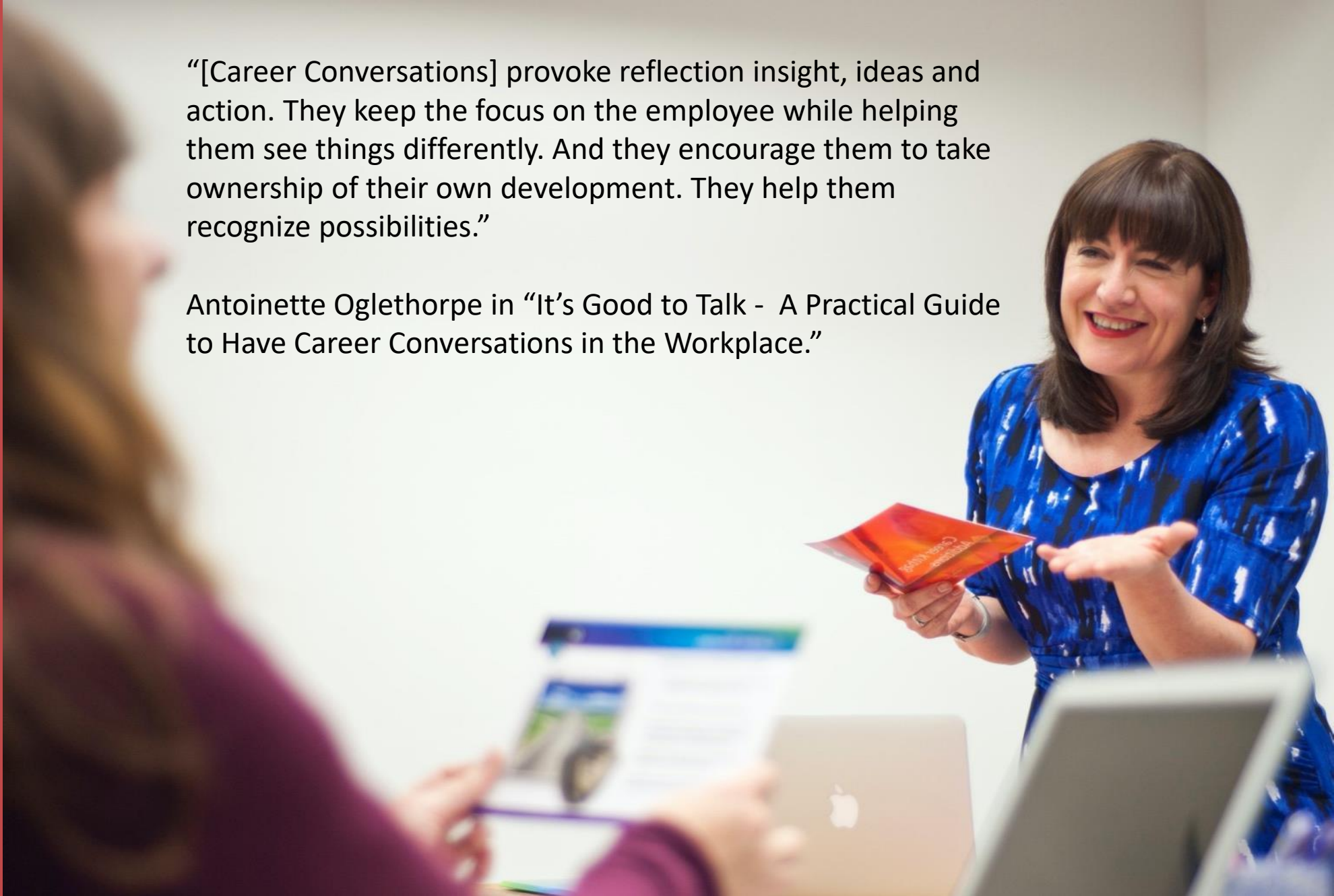
# Antoinette Oglethorpe

>25 years of experience  
developing leaders in the  
Private Sector and now  
consulting with the UN  
System

- Speaker and Author on  
Talent Development
- Professional Career Coach  
and Counsellor

“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”



# Poll

## WHO HAS BEEN RESPONSIBLE FOR YOUR CAREER DEVELOPMENT SO FAR?

- 1 No-one really. It's just happened.
- 2 My supervisors have provided me with training and opportunities that have allowed me to progress.
- 3 I have proactively sought out and created opportunities to help me develop.
- 4 A combination of 2) and 3)

My story



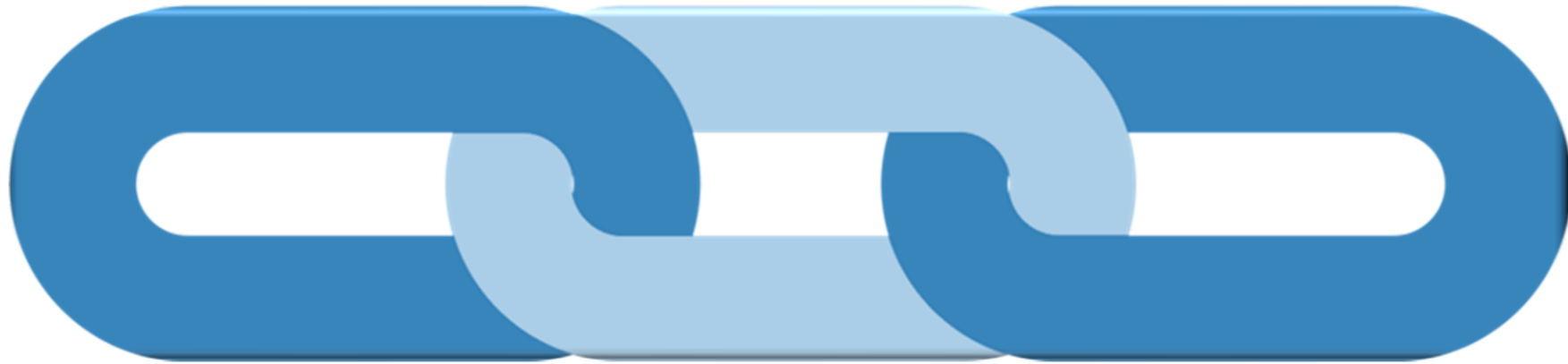


70,000 hours

We spend too  
long at work to  
be unhappy

# ABC of Career Management

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Ambition Business Connection

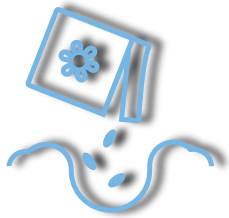
*“You can’t just sit there and wait for people to give you that golden dream. You’ve got to get out there and make it happen for yourself.”*

- Diana Ross, Career Coach



# As a result of this webinar, you will:

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Have strategies  
and tools for  
growth and  
development



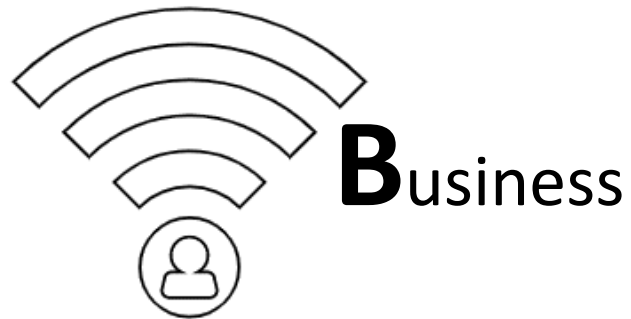
Identify the  
resources  
available to help  
you make  
progress



Know how best to  
prepare for Career  
Conversations with  
your supervisor  
and others

# What We'll Cover in this Webinar

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# Ambition



Get to know the real you

# Be clear on what's important to you in your career

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Skills

Preferences

Values

Interests

Career drivers

Enjoyable activities

# Develop a Picture of Future Success

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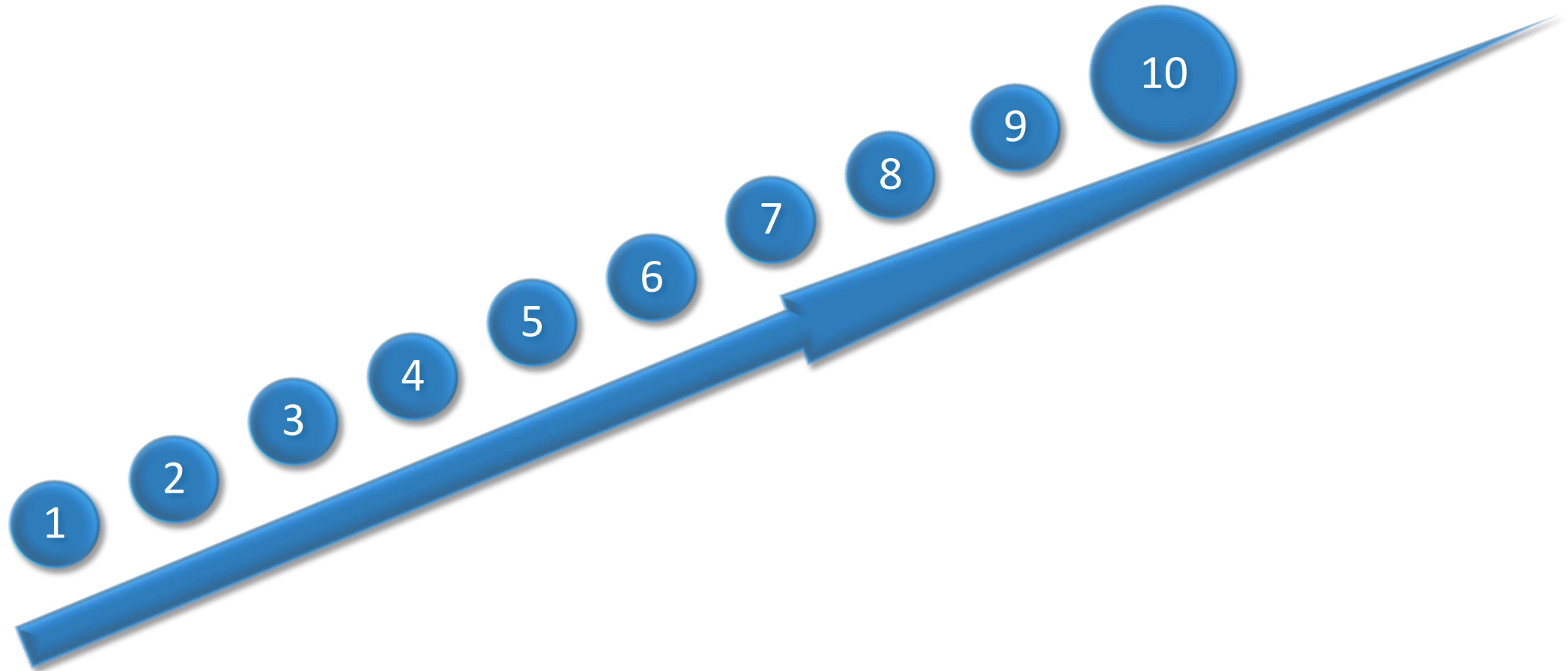




How would you know that things were a success?

# Recognize the progress you have already made in your career

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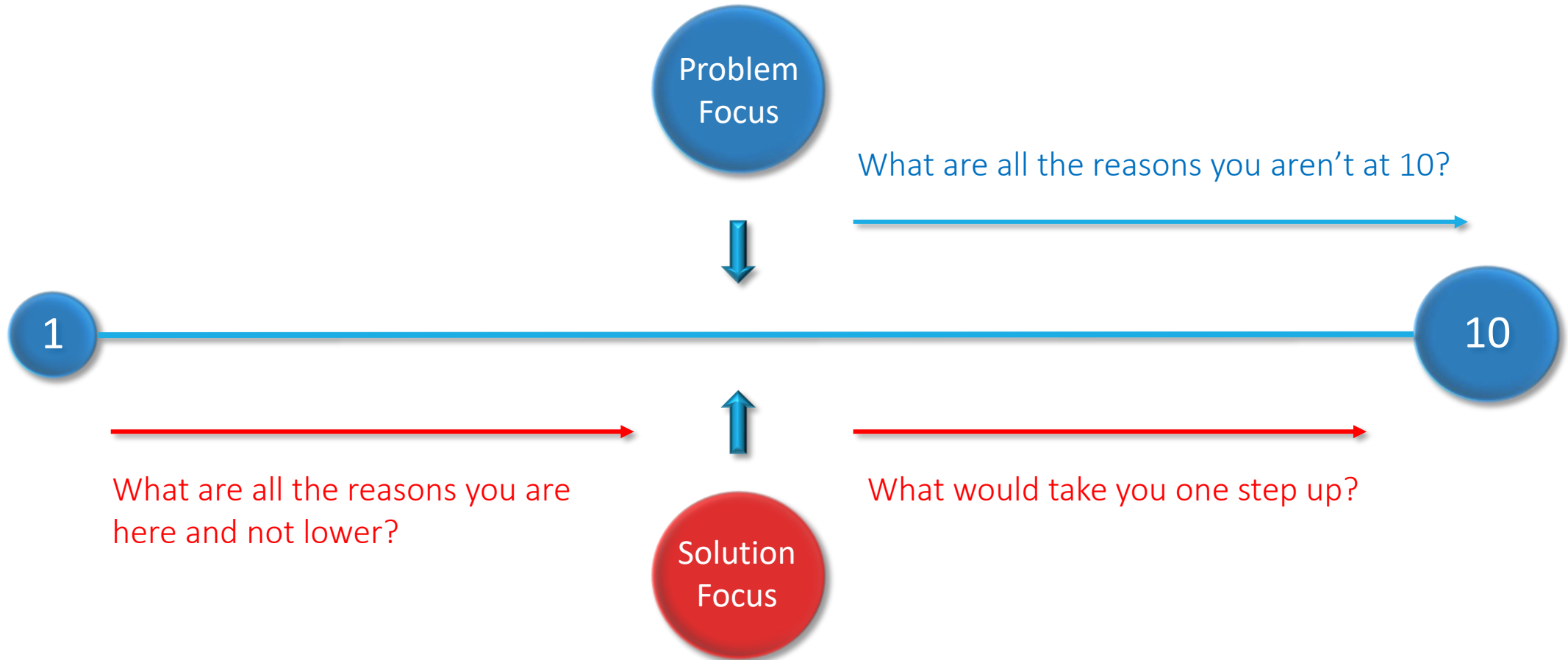


# Question

On a scale of 1 to 10 where 10 is your Future Success, where would you put things today?

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# Using a scale in a solution focused way





Business



# Question

How do you stay up to date with what's going on in your organization and industry?

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PLEASE TYPE YOUR ANSWERS INTO THE CHAT BOX

It's not all about you





Do Your Homework

# Analyze what will be required to make progress

Knowledge

Skills

Experience

Behaviors and  
achievements

Relationships

If you don't know, how can you find out?





Identify the key people you  
need to influence





Find mentors and sponsors  
to support you



# Connection



# Question

What is one thing you have done that has helped you develop your career so far?

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PLEASE TYPE YOUR ANSWERS INTO THE CHAT BOX



Help yourself by helping your organization

# 3D Strategy



Develop your  
knowledge and skills



# Develop your profile

# Four approaches for raising your visibility

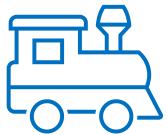
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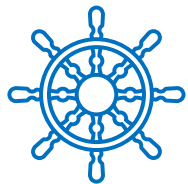
**Write:** articles in your area of expertise – blog, intranet, local or national press, trade journals



**Speak:** meetings, talks, lectures, conferences in your area of expertise



**Train:** new recruits, colleagues or a mentee in your area of expertise



**Lead:** task forces, project groups, meetings or ad hoc groups





Develop your  
relationships

# Focus on the steps you can take in the short-term





What remaining questions do you have?

# Your Three-Day Challenge

What can you do  
immediately to put these  
ideas into practice?



# Thank You!



*Empowered lives.  
Resilient nations.*

For any further questions, reach out to us on:

**E-mail:** [career.development@undp.org](mailto:career.development@undp.org)

**Yammer:** Career Development & Experience

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>