



SPS Career Management Program

The SPS Career Management Program has been developed to help busy professionals take the necessary time-out to work 'on' their careers and build their network in the Engineering and Construction industry.

Who Should Attend?

This program is for professionals working in the Engineering and Construction industry, who want to be proactive in managing their careers or are currently going through a career transition. Whilst it is open to all, the program is ideal for those with engineering/technical backgrounds who have between three to 10 years' experience.

What does the program cover?

The program consists of three half-day workshops that are three weeks apart.

- **Session 1** – Getting to know each other; Introduction to the SPS Career Management model; What kind of Leader do I want to be; Setting S.M.A.R.T. Goals
- **Session 2** – Learning more about myself (MBTI* assessment); Learning about talents; Listening to career journeys from senior people in industry
- **Session 3** – Introduction to mentoring; Introduction to building and maintaining a professional network; Listening to career journeys from senior people in industry; Career Management Plan

What will participants 'walk away' with at the completion of the program?

At the completion of the program, participants will walk away with:

- Career management tools and tips
- An MBTI* Report (to assist with career planning)
- An individual Career Management Plan
- An invitation to join the SPS Career Management Program alumni association**

What does the program cost?

The cost of this program (3 x half-day workshops) is \$1,200+GST. Participants who register and pay by the 31st May, 2016, will have access to an early bird rate of \$900+GST. Places are limited.

Who is the program facilitator?

The program facilitator is Natasa Gadzuric, the Founding Principal of Sustainable People Solutions (SPS).

Natasa is a management consultant with over 16 years' experience. She started her career as a civil engineer and has spent the past 11 years working in organisational development, learning and development, and change management roles for companies such as Downer EDI Engineering, Hyder Consulting (now Arcadis) and Evans & Peck (now Advisian, part of the WorleyParsons Group).

Natasa's interest in this area started back in 2004, when she wrote her first paper titled 'Career Management from a Young Engineer's Perspective', which she presented at the Engineering Leadership Conference in the same year. She has continued to deliver programs in this area and in particular developed and delivered Hyder Consulting's Professional Development Program (PDP) in 2010. The new program assisted around 50 engineers working towards becoming Chartered, and increased participation rates from 25% to 96% over a 16-month period.



For session dates and to register for this SPS Career Management Program, please go to <http://sustainablepeoplesolutions.com.au/services/>

**Myers-Briggs Type Indicator (MBTI) personality inventory is an introspective self-report questionnaire designed to indicate psychological preferences in how people perceive the world and make decisions. Along with DISC, MBTI is one of the most popular psychometric testing tools in Australia, and is particularly helpful with career planning.*

***The SPS Career Management alumni association will provide access to regular gatherings with like minded professionals, sharing career experiences and learning from each other. Members will also be invited to attend the Annual SPS Leadership Seminar*