



GOLDEN CAREER STRATEGIES®

... dedicated to helping clients create and execute their career plans successfully.

Career Transition Services

Successful businesses identify and understand their target markets, communicate a clear message, and strategically formulate and execute their business plans. At Golden Career Strategies®, we know that these same principles are effective in managing your career. GCS provides services that offer support and direction for discovering a rewarding career – not just another job.

Powerful modules from The Golden Career Course,SM accompanied by one-on-one coaching and consulting from a team of experienced professionals, help you stand out from the crowd. In addition, a compelling resume, exceptional interviewing skills, networking knowledge, and onboarding preparation help you achieve the success you deserve. These valuable skills are crucial for getting your foot in the door, evaluating job offers, preparing for your new position, or scouting entrepreneurial ventures. At Golden Career Strategies, we proudly offer a truly comprehensive experience.

If you are...

- In transition or wish to explore opportunities
- A mid-level professional planning your next career move
- A young professional seeking to redirect your career
- A new college graduate entering the job market
- An entrepreneur looking for a new venture



Golden Career Strategies can help you transition for enduring success and satisfaction.

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Program Description

The benefits of coaching have long been recognized in the world of sports. Today, organizations of all sizes *and* individuals understand that coaching has a powerful impact on those desiring significant business and personal success. From individuals seeking greater life satisfaction, executives in need of confidential sounding boards for their most critical business decisions, to leadership and organizational development, our professional coaches help people achieve results beyond their own expectations. Golden Career Strategies can help you achieve enduring career success and fulfillment!

Why does Golden Career Strategies work? There are many answers to the question, but our track record shows that our program is effective because of three powerful components:

- The Golden CourseSM
- Consultation and Coaching by Experienced Professionals and Credentialed Coaches
- Network Development

The Golden CourseSM

The Golden Course is written specifically for individuals in transition. GCS has cut through the mountain of information related to job searches via books, the internet, and other sources to bring you the most relevant material to your situation. As a result, our course captures the best current information available for individuals facing career transitions.

The modules of The Golden Course correspond to the process proven to assist individuals with their career searches. They are integrated with the coaching and consultation sessions you will receive from our professional staff. The modules contain information and exercises critical to your success in today's competitive market.

Completing the modules on a sequential basis will allow you to receive the maximum benefit for your time spent on your search and with GCS professionals.

Module One: Managing Your Career Transition

Whether voluntary or involuntary, a career transition often brings feelings of uncertainty, self-doubt, loss of control, anger, frustration, and curiosity. This module helps clients turn what might be perceived as a negative life event into one that is seen for what it truly is—an opportunity to find a career that is more aligned with your personal attributes, interests, values, and passions for greater success and satisfaction.

Module Two: Your Personal Career Transition Plan

The primary objective of GCS is to assist clients in finding rewarding careers. Our battery of assessments and evaluations are confidential tools designed for you to better know yourself, your greatest strengths, and the occupations to which you are best suited.

*Assessments vary by course level

Module Three: Creating Your Resume

The most compelling resume is one that is well constructed and placed in the hands of the decision-makers. GCS assists you in developing a resume that best summarizes your qualifications, skills, and career objectives in the most appropriate format.

Module Four: Creating Your Marketing Plan

Research shows that 80% of jobs are not advertised. A proper approach to the hidden job market is critical if you are to find your best career options. Strategic alliances and networking are key to finding your next career opportunity. This module prepares you to become an effective networker and netweaver. GCS has an excellent reputation for providing clients with innovative marketing plans which can include business cards with QR codes that link to your online (and printable resume).

Module Five: The Interview Process

Nowhere is having a marketing mentality more important than throughout the interview process. Your knowledge, skills, experience, attitudes, personality, and appearance make a unique "product" that a company/organization will "buy." You will develop the techniques to help you present yourself most effectively. Mock interviews and videotaping are included in this module.

Module Six: Negotiating the Offer

Your GCS Career Professional will help you evaluate offers and resolve differences between what you expect and what is offered. You will learn to respond to questions and ask the right questions to help you negotiate your best overall salary and benefits package.

Module Seven: Onboarding and Integration in Your New Role

Increase your chances for success in your new role with onboarding. Most companies believe they are good at helping new employees settle into their new roles, but many do not go further than a basic orientation. This module will assist you in creating your personal plan for success.

***Module Eight: Strategies for Senior Executives**

Senior executives often face unique challenges in career transitions. This module provides advanced interviewing techniques and strategies for negotiating executive contracts. *Available in select programs

The Course Levels

Seven course levels are available from Golden Career Strategies. The assessments offered for our clients vary by course level and type. All of our programs include at least ten coaching sessions that follow the course modules described earlier. Each program is tailored to fit your needs and schedule.

1. CareerStartSM - Career Coaching for the Recent Graduate/Young Professional
2. Associate - Career Coaching for those looking for Administrative/Clerical positions
3. Jr. Executive - Career Development
4. Professional - For middle management positions (especially those who are not seeking a leadership position.)
5. Sr. Professional - For Executives in transition (especially for those seeking a leadership position)
6. Executive - Career Coaching for Executives in Leadership positions
7. Key Executive - For the Key/Senior Executive

Career Preparation

Each step of your search is supported by professional coaches and consultants who specialize in specific aspects of career management.

Our track record shows that the most critical keys to the effectiveness of a Golden Career Strategies Career Professional are based on the fact that GCS is ***customized, individualized, localized, and now global.***

GCS services are ***customized.***

- Programs can be tailored to fit your needs
- We help you choose the program that is best for you
- Our programs are designed to add structure and accountability to your campaign through weekly appointments with an experienced professional
- Career Development Roundtables offered on Monday mornings from 9:00 to 10:00 AM provide powerful discussions for personal and career development and networking contacts in a supportive group setting

Golden Career Strategies

GCS services are *individualized*.

- You receive one-on-one coaching and consulting geared toward your future goals
- Sessions are confidential
- Private office setting
- Flexible hours to work around your schedule

GCS services are *localized (and now global)*.

- You have access to “The Golden Network” in the Upstate and beyond
- You can develop strategic connections through smart networking
- Services are provided by experienced consultants and credentialed coaches
- GCS has a worldwide network of coaches and consultants

Specifically, Golden Career Strategies can help you:

- **Create a Powerful Network**

A GCS professional helps you design an effective networking plan. In a poll conducted by the Society of Human Resource Management (SHRM) and the Wall Street Journal’s executive career site CareerJournal.com, 95% of both HR professionals and job seekers use personal contacts or networking to find candidates or jobs. Most candidates are not aware of the network they have at their disposal. A GCS career professional can assist you in developing strategic connections through smart networking.

- **Discover New Ways of Thinking**

Our coaches will empower you to think of new ways to transition your skills, interests, and abilities. We can also help you explore a career path you have not considered or perhaps one that will be much more rewarding.

- **Energize Your Search and Offer Support**

A GCS credentialed coach energizes your search campaign by providing personal support. Job searches can be overwhelming and sometimes depressing. Having a good support system will keep you motivated and focused. Finding employment is a full-time job. Falling into a low energy trap can be avoided by working with our certified/credentialed coaches to build your capacity for resilience.

Our coaches and consultants also serve as good sounding boards. If you left your last position due to downsizing, restructuring, or even a bad fit, you can vent your frustrations with your career coach. Carrying around a load of grief, denial, and anger will sabotage your efforts. To avoid “shooting yourself in the foot,” we help you move beyond negative experiences and present a positive attitude. Your GCS professionals can help you shape a positive message and articulate answers to tough questions regarding your last position.

You can share your strengths, weaknesses, and uncertainties about your professional goals. Your coach will help you discover how to maximize your strengths and overcome your weaknesses. You can also discuss the pressures you are feeling with your career coach and learn powerful methods to minimize your stress, relieve your anxiety and build resilience.

- **Hold You Accountable**

We help hold you accountable for how you spend your time. Having someone hold you accountable will most likely lead to landing your next position more quickly and efficiently than working independently.

- **Negotiate Your Best Compensation Package**

GCS professional career consultants can help you negotiate your best salary and benefits compensation package. Some positions require an employment agreement with a bonus plan based on preset goals and objectives. Our professionals can offer suggestions and ideas to create a “win-win” situation.

The higher the employment level, the more sophisticated your compensation plan will likely be. Often GCS program costs are offset with consulting for the negotiation phase of your career transition. The program cost can also be offset from securing your new position faster than you would have on your own.

- **Enhance Your Performance**

Our professionals can help with onboarding after you have found your desired position. In addition, many GCS clients have found that continuing a coaching relationship enhances their job performance and accelerates the further development of their careers.

Additionally, Golden Career Strategies offers services for:

- Professionals contemplating retirement
- Individuals returning to the workplace
- New residents to the Upstate
- The “trailing spouse”
- Trailing spouse of an expatriate
- Entrepreneurs: Comprehensive support to create your own business venture.
- Professional Coaching or Consulting - individual sessions or packages

Assessments – A Vital Key to your Career Transition

Why Assessments?

Assessments are a vital piece in mapping out your career plan. The way we perceive ourselves may or may not be accurate. Our interests, skills, and focus can change with time, and we need current data and information to help make decisions. Assessments can open doors and windows of perception and opportunity. With new data and information, you may find yourself revisiting a former area of interest or discovering an entirely new direction.

Assessments help you focus on and answer just some of these critical transition questions:

- What are my current interests?
- How do my skills match up with my interests?
- What experiences do I have, and what can I transfer into new areas?
- What is my personal learning style?
- Do I prefer a particular type of leadership or work environment?
- How much am I willing to risk?
- How do I want to show up as a leader?

How will you determine what assessments I need?

We will suggest assessment options based on our initial work together and your personal transition goals. One option allows you to access and explore your interests, style, and competencies. Other options give you an additional opportunity to examine your leadership style, strengths, and skills.

How will I take these assessments?

All assessments are completed with the ease of online access.

What happens after I complete my assessments?

One of the most important parts of the assessment process is the “gift of feedback” that takes place in your debriefing. You will work interactively with professionals that are certified in that assessment. We will interpret the content and many data points and help you make sense of this wealth of information. The data is beneficial to your transition and position search. After a clear, focused debriefing and an “art of the possible” perspective, you will be able to map out a path forward much more quickly. This personal insight and direction will clear the way for the next phases of transition: networking, interviewing, negotiating, and more.

The Strong Interest Inventory®

This career assessment is widely respected and used for over fifty years. Your scores on this type of inventory indicate your interest (not your ability) in areas represented by the following occupational themes:

- Realistic – The Doers: active, hands-on, adventurous
 - Investigative – The Thinkers: analytical, theoretical, inquisitive
 - Artistic – The Creators: expressive, imaginative, free-spirited
 - Social – The Helpers: caring, supportive, collaborative
 - Enterprising – The Persuaders: influential, ambitious, risk-taking
 - Conventional – The Organizers: practical, orderly, efficient
1. Through its occupational scales, the Strong Interest Inventory tells how your pattern of interests compares to others from a wide variety of occupations.
 - The inventory also gives you an analysis of your style, a component that may also affect your career choices:
 - Work Style – alone vs. part of a team
 - Learning Environment – learn by doing vs. learn in an academic environment
 - Leadership Style – prefers to contribute individually vs. leads/motivates others to contribute
 - Risk Taking – likes adventure/risk vs. dislikes adventure/risk
 - Team Orientation – working independently vs. collaborating on team goals

Golden Career Strategies offers a wide variety of respected assessments. We can help you determine the value of additional assessments.

Total Benefits of the Golden Career Strategies Assessment Battery

To recap, the benefits you receive from completing any one of our assessment levels include:

- Feedback from credentialed professionals to interpret the content and many data points and explain what the information means to your particular transition and position search.
- Data (on most of the assessments recommended) compared to managers and professionals in the US, not the general population, giving you a more realistic and powerful perspective on your future.
- Experience increased efficiency in your career search. With a “cut to the chase” debriefing and an “art of the possible” perspective, you can map out a path forward much more quickly.
- Personal insight and direction needed to excel at your transition’s subsequent activities, including networking, interviewing, and negotiating for the best offer.

We look forward to serving you.

Please contact Stacey to learn more or to schedule a complimentary consultation.

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