



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

Truly successful businesses identify and understand their target markets, communicate a clear message to their target markets, and strategically formulate and execute their business plans. If you believe in these basic principles, then why not implement them in managing your own career?

There has never been a time when managing your career was more important. The world economy is ever in transition, every one of us is affected in some way. GCS is designed to aid you in directing your transition.

Golden Career Strategies assists clients in finding rewarding careers, not just jobs. Powerful course modules accompanied by one-on-one coaching from a team of professional Career Coaches help you stand out from the crowd. A compelling resume, exceptional interviewing skills, and knowledge of networking will all help you achieve the success you deserve. These valuable skills are crucial for getting your foot in the door, evaluating job offers, and scouting entrepreneurial ventures. At Golden Career Strategies we offer a truly comprehensive coaching experience.



If you are...

- A top-level executive in transition
- 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 manage your career for enduring success and satisfaction

Program Description

The benefits of coaching have long been recognized in the world of sports. Today, coaching is also having a powerful impact in the lives of people desiring greater business and personal success. From executives in need of confidential sounding boards for their most critical business decisions, to individuals seeking a greater work/life balance, coaches are helping people achieve results beyond their own expectations. **Golden Career Strategies** can help you achieve enduring career success and satisfaction!

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 two powerful components:

- **The Golden Course**
- **Career Coaching & Network Development**

The Golden Course

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

Module One:

Managing Your Career Transition

Whether voluntary or involuntary, a career transition often brings feelings of uncertainty, self-doubt, loss of control, anger, and frustration. While these feelings are natural, carrying them forward into a career search can kill all chances of success. 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 personal attributes, interests, values, and passions and will bring greater success and satisfaction.

Module Two:

Comprehensive Personal Evaluations & Assessments

The primary objective of GCS is to assist clients in finding rewarding careers, rather than their next jobs. 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:

Resume Development

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.

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Module Four:
Interviewing Techniques

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

Module Five:
Your Marketing Plan

Research shows that 80% of jobs are not advertised. Therefore, networking and strategic alliances are key to finding your next career opportunity and GCS can show you how to do this. A proper approach to the hidden job market is critical if you are to find your best career option. GCS has an excellent reputation for providing clients with innovative marketing plans.

Module Six:
Negotiating Strategies

Your GCS Career Coach 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 package

Module Seven:
Strategies for Senior Executives

Senior executives often face unique challenges in career transitions. Module Seven provides advanced interviewing techniques and strategies for negotiating executive contracts.

* Available in select programs

The modules of *The Golden Course* correspond to the process proven to assist executives with their career searches and are integrated with the coaching sessions you will receive from our professional staff of career consultants. They contain information and exercises critical to your success in today's extremely competitive market. Completing the modules on a sequential basis will allow you to receive the maximum benefit for the time you spend on your search as well as your time spent with GCS consultants.

The Course Levels

Four 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 twelve coaching sessions that follow the course modules described earlier. Any program can be tailored to fit your needs and schedule.

CareerStart	Career Coaching for the Recent Graduate/Young Professional
The Associate	Career Coaching for Administrative/Clerical
The Professional	Career Coaching for those in Middle Management and seeking a Leadership position
Executive/Key Executive	Career Coaching for Executives in Leadership positions

Career Coaching

Each step of your search is supported by individual coaching from experienced professional coaches who specialize in specific aspects of career management. Golden Career Strategies Career Coaches will enhance your efforts by providing coaching that is: ***customized, individualized and localized.***

GCS coaching is ***customized.***

- You choose the program that is right for you.
- There are four different programs that we offer that can be tailored to fit your needs.
- The programs are designed to add structure and accountability to your campaign.
- Executive Roundtables at eight-thirty every Monday morning also provide valuable career tips and networking contacts in a supportive group setting.

GCS coaching is ***individualized.***

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

GCS coaching is ***localized.***

- You have access to “The Golden Network” comprised of top-level decision makers in the Upstate.
- Develop strategic connections through smart networking
- We have strong business contacts in Atlanta, Charlotte and Charleston if you seek employment in areas outside of the Greenville/Spartanburg metropolitan area.
- GCS is a member of ICF (International Coaching Federation) and ACPI (Association of Career Professionals International), and the Greenville Area Chamber of Commerce.

Additionally, Golden Career Strategies offers services for:

- Professionals contemplating retirement
- Entrepreneurs seeking a new venture
- Individuals returning to the workplace
- New residents to the Upstate
- The “trailing spouse”
- Trailing spouse of an expatriate

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Confidential Coaching: Coaching for the employed client is available with any level of The Golden Course for an additional fee.

Consulting: We offer 3 or 6-month open-ended consulting with a minimum of six sessions.

Assessments-A Vital Key to your Career Transition

Why Assessments?

Assessments are a key piece in mapping out your future plan. The way we perceive ourselves today may or may not be accurate. Our interests, skills and focus can change with time and we need current data and information in order to help make decisions. Assessments can open doors and windows of perception or 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 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 will you determine what assessments I need?

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

How will I take these assessments?

All your assessments will be done with the ease of on-line 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 “Three-way Debriefing.” You’ll work interactively with two professionals. One will interpret the *content* of the many data points and help you make sense of this wealth of information. The other will provide the *context* for the data in terms of your personal transition and position search. With 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

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insight and direction will clear the way for the next phases of transition: such as networking, interviewing and negotiating.

THE STRONG INTEREST AND SKILLS CONFIDENCE INVENTORY

This career assessment has been used for over fifty years in areas such as vocational counseling.

The Interest Inventory

1. Your scores on this type of inventory indicate your interest (not your ability) in areas represented by the following occupational themes:
 - Enterprising (selling, managing)
 - Artistic (creating or enjoying art)
 - Investigative (researching and analyzing data)
 - Conventional (accounting, processing data)
 - Realistic (building and repairing)
 - Social (helping, instructing)
2. In addition, the Interest Inventory, through its occupational scales, tells how your pattern of interests compares to others from a wide variety of occupations.
3. The inventory also gives you an analysis of your personal style, a component that may also affect your career choices:
 - Work style – independence vs. team
 - Learning style – 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

Skills Confidence Inventory

Your scores on the Skills Confidence Inventory indicate how you perceive your own capabilities regarding the six occupational interest areas listed above. Your own perception of these capabilities may have a very large bearing on the direction you decide to take.

CPI 260: COACHING REPORT FOR LEADERS

The results of two very comprehensive and complementary assessments are combined to help you understand your leadership style and how others might perceive it. This report gives you an in-depth look at your personality and how your preferred modes of behavior manifest themselves in activities involving leadership, communication, problem solving, decision-making and interpersonal relationships. This report also describes the strengths you possess and challenges you may face when dealing with change and stress.

The Leadership/Personality combination report, while giving you insights into the types of situations in which you thrive due to your natural tendencies, may help you narrow down not only the type of position you are looking for, but also the type of environment in which you would be

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happiest. In addition, the report contains information useful for ongoing success in your new position, such as how to adapt to a diversity of personality styles and how to build stronger interpersonal relationships at work.

The primary areas of feedback include:

- Facets of your leadership style
- Your leadership approach
- Interpretations of personality from several different angles
- Roles you are prone to play in organizations
- Interpersonal relationships
- How you work with a team and with other leaders
- Your bases of power and influence
- Dealing with change and stress
- Action plan for more effective leadership

Note: The Leadership/Personality Report combined with the Interest Inventory and Skills Confidence Inventory is often recommended for the junior executive who will benefit from the basic yet broad, open-ended perspective these assessments give on personality traits, interests, key confidence areas, leadership style and adaptation needs.

Total Benefits of the Golden Career Strategies Assessment Battery

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

- Feedback from two professionals, one to interpret the content of the many data points and one to provide the context of the data—what it 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.
- Increased efficiency to your career search. With a “cut to the chase” debriefing and an “art of the possible” perspective, you are able to map out a path forward much more quickly.
- Personal insight and direction needed to excel at the subsequent activities of your transition including networking, interviewing, and negotiating for the very best offer.