



CAREER LEAP: HOW TO REINVENT AND LIBERATE YOUR CAREER

By Michelle Gibbings FIML CMgr (Wiley, \$30*)

FOR MOST PEOPLE, the era of spending their working lives in a single field and a single organisation has ended. Gibbings, a Fellow of the Institute of Managers and Leaders and a Chartered Manager, knows that better than anyone: she has made a number of radical career changes, including a shift from the corporate world to successful self-employment.

Some people make a leap after their job ceases to exist due to technology, globalisation, or a market shift. In other cases, the work is simply no longer satisfying, or the personal reasons for doing it have vanished. Either way, says Gibbings, a change can turn out well, if it is approached with the right mindset.

She is not proposing a blind jump into unknown waters. Just the opposite: she emphasises the need for careful research as to the new possibilities. There is, after all, little point in moving from one no-future job to another. Yes, looking at opportunities that connect to your interests and passions is good but there should always be an eye on the practicalities. Do the research, take advice from informed sources, and think about your career in organised, strategic terms, she says. And be honest with yourself.

This is where the real value of this book comes in. Gibbings provides a series of self-diagnostic tests for every stage of what she calls the Career Reinvention Cycle: assessing your current position, exploring and choosing your future options, moving into a new role, and advancing in your new career. She acknowledges that there are difficulties at each step and offers advice on how to go about the process, including some comments from people who have made career leaps (the views of ex-surfer Layne Beachley are particularly pertinent). Gibbings also points to her website, which offers further worksheets and resources, and the book includes a useful list of references as well.

Making a career change is always going to be challenging. It is a leap, but Gibbings is convincing when she says that it does not need to be a leap in the dark.

Derek Parker

*Prices may be subject to change

PEARLS OF WISDOM

MENTORING - DEFINITION AND ROLE OF THE MENTOR

This is a guided video exploring the unique features of mentoring, and what it can be used for. It explores the similarities and differences between coaching and mentoring, and the role of coaches and mentors.

GET SET TO COACH AND MENTOR

This guided video identifies the effective set up of coaching and mentoring relationships within a workplace. The video considers contracts, expectations, ethics and confidentiality and the importance of managing these areas.

LEADER VIDEOS

THE IMPORTANCE OF MENTORING

SPEAKER: Kerger, Paula

Paula Kerger talks about the importance of being aware of all the people around you in the work place and making a conscious decision to mentor those climbing the ladder. Actively paying attention and learning from others is equally important. Those who engage in mentoring and being mentored help the business succeed overall. The people are what make the company and the organisational or departmental dynamics within the company, culture. People wanting to come in to work is important.

WHY LEADERS SHOULD BE MENTORS AND COACHES

SPEAKER: Simon, Andrew

A strong belief of Andrew Simon is that a sustainable business relies on current leaders sharing the knowledge and experience they possess. He adds that if they do not allot time for this task, the future of their company may be in question.

HOW TO COACH AND MENTOR

SPEAKER: Banerjee, Sujaya

A successful mentoring program can set attrition rates below industry standards. Sujaya Banerjee shares how her organisation's mentoring program works and why it's successful.