

# Development Improve for career

Career management

## Shaping the future with Grass: Benefit from our expertise and experience

- As a specialist in professional changes, we have successfully supported hundreds of companies and individual clients in their professional reorientation, career planning and leadership development since we were founded in 1997.
- Our development programmes for the professional development of individuals in existing contexts (promotion or new field of activity) or in new contexts (change) ensure clarity, focus and the ability to act effectively – and thus long-term success in the profession.
- We see our advisory role as a responsibility: empathy, experience and tangible commitment to your interests form the basis for an effective, collaborative partnership in the service of your future – this is the only way to create the necessary foundation of trust.
- Our permanent team of experts brings to the table many years of field experience gained in management and line positions in industry, commerce, finance and administration. Our advisors and coaches also have a large network that you can use to find a job.

[grassgroup.ch](http://grassgroup.ch)

## The programme

Based on our many years of experience in guiding people into new positions, contexts and professional fields, we know that: careers rarely fail due to professional expertise, but mostly due to cultural and relationship factors or a lack of vision and strategy for one's own career. In other words, we recognise the risk factors, identify individual "obstacles", but also the special skills, qualities and potential that will enable you to succeed professionally – and guarantee you long-term successful career management.

Our programmes are evidence-based and use a variety of established diagnostic tools. At the heart of this is our **Grass Model**<sup>®</sup>, which we use to ensure that guided self-reflection (assessment of current situation), roadmap and implementation are linked and that progress is sustainably embedded in the process. We are convinced that this demanding work can only be carried out with experienced advisors.

### Objective

- Modular assessment of current situation, career planning and development
- Active preparation for new positions or functions with onboarding support

### Target group

- Professionals and executives – ambitious professionals and managers as well as C-level candidates

### Intensity of support

- Modularised assessment of current situation through to reorientation
- Onboarding: 100 days
- Performance advisory: ongoing

## Career is not a fixed state – we help you develop further

The program is modular, but structured with a clear logic that systematically guides you towards a defined goal – a successful professional future. It is aimed at ambitious professionals and managers as well as private individuals. Based on our **Grass Model**<sup>®</sup>, we work

### Analyse

#### 1. Status analysis

#### 2. Goals and visions

#### CAREER ADVICE

##### What are my skills? Who am I?

- Intensive examination of your own personality, strengths and talents

##### Results

- Personality profile with strengths and weaknesses
- Assessment of potential

##### What do I want?

- Creative development of a professional vision and strategic directions in the labour market, including target alternatives

##### Results

- Written target profile
- Assessment of opportunities

#### ONBOARDING

##### Analysis and objectives

- Initial situation
- New role and environment
- Integration of possible assessment results
- Individual objectives

##### 100-day plan

- Strengths and resources
- Success strategy to meet expectations
- Quick wins
- Building relationships / network

#### Performance advisory (ongoing)

Once the programme has been completed, we offer ongoing support in the new role. Through sparring and coaching along critical leadership passages and

with you to develop the foundations for active and goal-oriented career management. In a structured, tailor-made process consisting of leadership coaching and consulting, we support you towards your professional goal – or through the initial period in a new

### Focus

#### 3. Preparation

#### 4. Strategy

##### How do I present myself?

- Joint creation of CV, skills profile and concept for the labour market

##### Result

- Personnel file

##### How do I proceed?

- Identification of suitable measures and search channels

##### Result

- Action plan

##### Understanding of role and positioning

- Clarification of the concept of leadership
- Positioning in the environment
- Stakeholder mapping

##### Leadership in action and authentic impact

- Communication and presence
- Development of core competencies – prioritise, delegate, resolve conflicts
- Sparring

everyday management challenges, we help further anchor and **continuously improve your leadership performance.**

position. For the first 100 days, our onboarding programme for executives will help you gain confidence in your new “sphere of influence”, position yourself and lay the foundations for a sustainable commitment to the new company.

### Realise

#### 5. Implementation

#### 6. Anchoring

##### What impression do I make?

- Training how to present yourself in different situations (interviews, assessments)

##### Result

- Security

##### What do I decide?

- Negotiating a contract for a new option and preparing for a new start

##### Result

- Successful new start

##### Consolidation

- Review of the Onboarding goals
- Reflection on leadership
- Strengthening personal resilience, balance and self-confidence

##### Shaping the future and completion

- Development and action plan for the next 6 to 12 months
- Final discussions: secure insights, sharpen perspective