

Building Career Agility

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2012 has been a year of conservative hiring at all levels of seniority. We have noticed that in a flat employment market, those with careers spanning multiple industries have generally transitioned into new roles faster than those with 'single sector careers'.

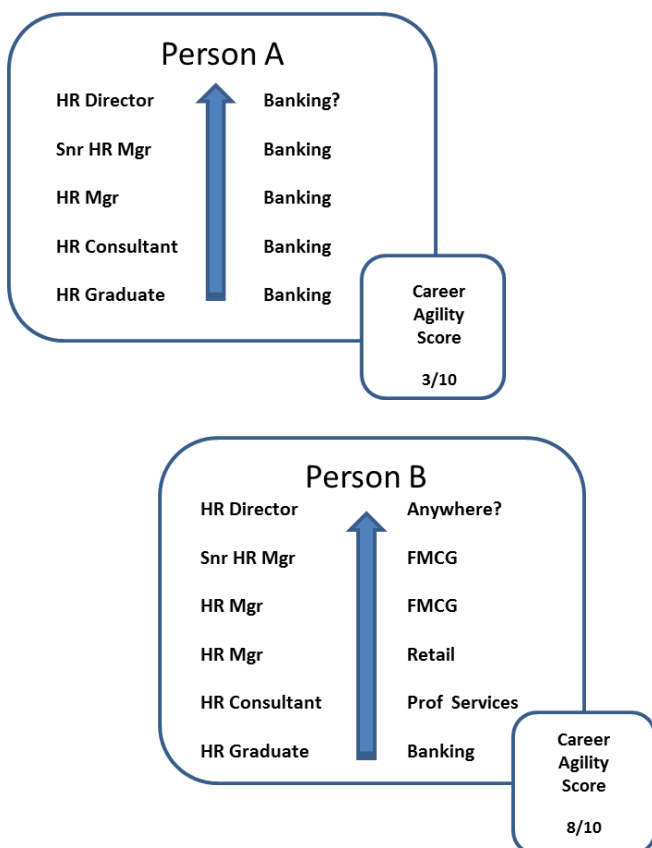
Breadth of career has triumphed over depth on most occasions.

Q: So what can you do now to protect your career?

A: Start thinking about your career agility.

As the economy eventually rebounds, you may want to consider a voluntary move into a new sector to learn new skills in a new market. If your career to date has been in the financial services sector, consider a sideways step into professional services; if you are in property consider a move into retail.

Take **Person A**, who has had a successful linear career to date. In a tough employment market with few HR opportunities in banking, a career move will be difficult.



Person B however has built greater career agility from the same starting point with a combination of vertical and lateral moves across industry sectors.

In career coaching we call this "building career agility".

Looking after the wellbeing of your career is just as important as looking after your health, finances and relationships. Unfortunately it's only in times of involuntary job loss do many realise that they have taken their career growth for granted and allowed themselves to be pigeonholed.

There are also many examples of people who have continued on in their role without learning new skills over many years and when retrenched they find their skills and experience outdated in the current job market.

Q: How do I avoid this?

A: Think about your professional development plan.

Identify the skills, knowledge and experience that you can acquire in 2013 to make sure your career has momentum and that you are ahead of the market.

We encourage you to think about these questions over the Christmas break and to use us as a resource for career advice and insights.

Nigel has extensive career transition experience as a senior HR professional and as a practice leader. In managing the HunterBligh practice, Nigel works directly with executive participants to facilitate their career transition.