

## **Executive Leadership: Career Progression**

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### **Abstract**

It has been a common standard practice within Management and Leadership that when you are looking at increasing the Productivity of your Teams you have to look at their Transferable skills and these are 'SKILLS' not measured as a skill Core Skill but a Functional Skill such as, 'gets on well with other members of the team' this skills measured up against a Core Skill such as say Analytical Skills when viewing an Accountant as an example. In any organisation he is easier to work with someone to promote or lead who has transferable skills than those employees that don't.

Transitional Skills are a new component to Change Management and are used in particular when taking an organisation through Strategic Change. It is the most effective way to promote from within an organisation.

If you are looking at CAREER PROGRESSION within your organisation or fit into a new organisation or attending an Interview then use this approach:

**RESEARCH** – your skills – the skills of the team and the culture of the Organisation

**PLANNING** – within your role develop your role – Appraisal JD

**LISTENING** – using your Emotional Intelligence to listen to all

**EMPLOYEE ENGAGEMENT** – work alongside as part of the Team and learn

You may not be in a role that requires Leadership Skills but if you have identified with your TRANSFERABLE SKILLS then you can recognise the above develop the above which then would give you tools to use CHANGE MANAGEMENT SKILLS within an Organisation normally when a Crisis arises and remember what type of Management style you would apply:

**PREDICTIVE**

**REACTIVE or a combination of both?**

**COACHING**

Some organisations use Transitional Coaching as a method to train new Management to achieve quick results and success and to prepare Managers for Leadership leading to Promotion.

The Purpose of this Workshop is for you understand your transferable skills to navigate your way the changes within your organisation or when you join a new organisation – each step is a Transition and you have to MANAGE this journey

As a LEADER you will adapt your skills to acquire new Skills to face the challenges of the Role.

For example: Write down what you learned on week 12 on this Program Level 5/7 on this Leadership and Management ILM Program for Executives into Work? This is part of the NHS Model for Search and Selection – this Manual will support you through the twists and turns of your new role.

*Agility and adaptability are mandatory these days, as leaders prepare, manage, and sometimes reinvent themselves in order to navigate the twists, turns, and transitions they must make. Otherwise, making the wrong move could eventually scuttle a once-promising leadership career.*

**QUOTE: All things change; nothing abides. Into the same river, one cannot step twice.  
— Heraclitus**