

HIGH PERFORMANCE CAREER FITNESS WORKOUT©



Empower your employees to unlock the secrets to lasting career security with our 'High-performance Career Fitness Workout' – the essential guide to mastering not just *why* you need to take charge of your career, but *how* to do it with precision and confidence."



What is it?

- A leading edge High-Performance Career Management Programme
- Latest Proven Career Management Strategies
- A Comprehensive Career Management Tool Kit
- Roadmap leading to Accelerated Career Advancement

Philosophy and Approach - 'What' and 'How'

- A proven High-Performance Career Fitness **Framework & Roadmap** built on three critical foundations: Mindset, Capability and Branding.
- **4 High-Performance Career Fitness Competencies** which complement your functional, technical and behavioural competencies, and represent the '**What**' needs to be developed and maintained for sustainable career management and success.
- **15 High-Performance Career Fitness Workout Exercises** designed to enable you attain and sustain your Career Fitness goals.

Who is it for?

HR, L&D professionals and People Managers who understand that employees want to be empowered and able to take real ownership for their career success.

The High-performance employee 'Career Fitness Workout' programme is designed to train HR & LD professionals in a proven leading-edge, user-friendly and comprehensive 'career fitness toolkit', which facilitates ambitious employees take ownership of their careers and accelerate their success.

We also deliver the 'High-Performance Career Fitness Workout' programme directly to individual employees and teams.

What will employees experience?

The programme starts with evaluating the individuals current 'Career Fitness Level' using the 'Career Fitness Assessment' tool.

Capability in 4 essential Career Fitness Competencies is evaluated, providing targeted insights for development and optimisation.

Then, by completing and applying the 15 Workout Exercises, the individual will experience 'ah ha' self-awareness and gain practical strategies and tips to manage and accelerate their career advancement.

How will the Organisation benefit?

The High-Performance Career Fitness Programme supports organisations to Attract, Empower, and Retain top talent, positioning themselves as 'Employers of Choice'.

The 'Workout' equips employees to grow, thrive, and advance in their careers. It empowers them to enhance their personal leadership through meaningful contributions to their role, team, and organisation - focusing on the evolving knowledge, skills, and competencies that really matter for sustainable high-performance and business success.

Attract

- A Leading-Edge High-Performance Career Fitness Programme
- A Comprehensive Career Management Tool Kit
- A Roadmap for Career Advancement

Empower

- Dynamic Career Ownership Approach
- Career Fitness Assessment
- Enhanced Self-Awareness
- Mindset Reset
- A Roadmap for Career Advancement
- Personal Leadership Development
- Competency Optimisation
- High-Performance Enabler
- Enhanced Professional Branding
- Career Coaching Conversation Roadmap
- Growth Opportunities Mapping
- Targeted Development
- Optimise Current In-house L&D Resources

How will the Organisation benefit?

Retain

- Employer commitment to supporting and facilitating Career Ownership
- Roadmap Leading to Accelerated Career Advancement for High-Performers
- Enhanced Leadership Capability
- Readiness for Promotion
- Career Coaching Conversation Culture
- Increased Career Satisfaction and Motivation
- Enhanced Sense of Wellbeing
- Valued as 'Employee of Choice'



Product Suite

Option 1 | Certified Train the Trainer

- 4.5 days Training | 1 half day and 4 full days
- Delivered online or face to face in company premises

Features

- Experiential product practice
- Five x 1 hour Group Mentoring - online
- One x 1 hour one to one post course Coaching/Mentoring
- Membership of the Career Gym Community of Practice
- Certification based on full attendance and Completion Project Assessment

Investment

- €2,500 per participant

Option 2 | Workshop

- 5 x half days
- Delivered online

Features

- Positioning and light application practice
- Five 1 x hour Group Mentoring - online
- Accountability Practice Buddy

Investment

- €1,500 per participant

Option 3 | Lunch & Learn

- 1 hour online
- Career Fitness Concept
- Career Fitness Mini Assessment
- Fee €950

Here's what some of our past participants are saying

"You have absolutely identified a unique approach to, and developed a product that addresses the need for an integrated and holistic approach to career management for top talent, high performers and emergent talent. Well done to all involved" ***Orla Berkley, Executive Leadership Coach | Accredited Team Coach | Founder Dragonfly Coaching & Career Services, Ireland***

"Managing one's own career is the new norm and the Career Gym Programme provides career coaches with a holistic, grounded and rigorous approach to guiding their clients through a series of stimulating and thoughtful exercises to help clients achieve career clarity and work satisfaction. I highly recommend the Programme to coaches, HR practitioners and work psychologists working in the career and talent development spaces." ***Dr Neville Goldin, Consulting Psychologist, Johannesburg, South Africa***

"The career fitness concept is a comprehensive framework that covers all aspects of what you might encounter in the career management field. Jackie and Fiona are experts in their field, and this model showcases the wealth of experience and understanding they bring to the table. This is the most comprehensive toolkit for career coaches that I have seen, and their model and training programme ably walks you through this. I would highly recommend working with Fiona and Jackie." ***Aileen Gleeson, Executive Coach, Team Coach, Trainer, Ireland***

"Extraordinary learning for a comprehensive system that allows coaches to really fully support high performers' aspirations and career path. Engaging!"

Andria Salva, Ph.D, Executive Leaders Coach, Positive Intelligence and Leadership, Puerto Rico

Here's what some of our past participants are saying

"I recently had the pleasure of diving into the High-Performance Career Fitness coaching tool, and I'm genuinely impressed. As someone who's passionate about leadership coaching and HR, I can't stress enough how invaluable a tool like this is. Whether you're working with someone just starting their career, a mid-level professional considering a pivot, or a seasoned executive, this tool has something for everyone.

Careen Fitness Assessment: Includes assessing the client's current 'career fitness.' The precision and comprehensiveness of this initial step set the stage for a meaningful coaching experience. The on-line 360 assessment tool is designed not merely to evaluate but also to prompt introspection.

Competency Building: Doesn't just identify the gaps; it offers actionable steps to build on those competencies.

Personal Brand Building: Seals the deal. It's not just about getting ahead but also about creating a lasting impression in your professional circle. The tool has a fantastic way of giving actionable insights for any ambitious and career-oriented professional." ***Kelley Brakstad - Leadership Coach – USA***

JACKIE HOWELL - Career Gym's founder and Principal Coach



Jackie is a leading Career Strategist, Executive Career and Leadership Coach. Over the past 20 years+ her wealth of expertise has impacted the careers of Executives and Leaders at all stages of their career journey.

She has an impressive track record across private and public sectors both locally and internationally, working with ambitious and dynamic individuals and organisations in their pursuit of outstanding results. She holds clients in a secure and dynamic space, encourages open, honest self-assessment and a curious and focused approach to unfolding insights and opportunities to reveal true talent.

It is her work directly with individuals and in organisations across all things career related and her depth of knowledge and expertise from both sides, which others report as invaluable. Her expertise is enriched through a credible blend of business acumen, international experience and senior HR background.

Jackie knows what it takes to be both successful and happy in your career. She has a deep understanding of human nature, organisation dynamics, high-performance and career fitness strategies. Before establishing the Career Gym in 2001 specialising in executive coaching, training and Human Resource consulting, she held various senior Human Resource roles, within Financial Services, Fund Accounting, Manufacturing, Retail, Professional Services and Consulting including, UK Head of Recruitment for KPMG Consulting. For the past 18 years, she has played a leading role in the training and development of Career Coaches internationally.

Jackie is a graduate in Human Resource Management from the National College of Ireland, a Qualified Coach – Irish Lifecoach Institute, Training and Continuing Education Graduate – National University of Ireland, Master NLP Coach Practitioner – PPD Learning UK. Belbin qualified Team Coach, British Psychological Society, Certified Ability and Occupational Psychometric Assessments.

FIONA DOWLING - A lead Partner with Career Gym



Fiona is an accomplished and experienced coach, mentor, facilitator and trainer with an extensive track record of imparting specialist skills through training, coaching and mentoring.

She is also an accomplished financial services professional with 25+ years in a business and finance environment where she designed and delivered numerous programmes to 150+ finance professional, a skill she now uses to train coaches.

Fiona's one to one coaching approach is about empowering professionals to be more strategic as they step into leadership roles. She utilises a wide range of professional skills and tools to support business leaders build their skills and confidence to meet a range of leadership challenges head on. A key area of expertise is helping clients navigate the world of work by optimising their strengths to become authentic leaders, creating a shared vision and strategy to achieve business goals. She loves working with teams and uses her facilitation skills to enable them to optimise the power of the collective intelligence, build team competencies, and develop personal leadership within their team.

She is an experienced relationship manager, and business writer with a strong track record in managing customer relationships both nationally and internationally and is a winner of a leadership award.

Fiona is delighted to have had the opportunity to collaborate with Jackie Howell in the development of this unique High-Performance Career Fitness Training programme.

As a performing artist for over 30 years, Fiona also uses her stage experience, voice and dance training to help her clients to maximise their presence and become more confident communicators when they take to the stage.

Fiona is an EMCC Accredited Senior Coaching and Mentoring Practitioner, a graduate of IMI in Executive Coaching, an ILI Certified Career Coach and a qualified Corporate Trainer with a QQI Special Purpose Award. She is a certified emotional capital practitioner. She is also a certified NLP coaching practitioner, is WBECS Coach Master Toolkit certified and is BPS certified in psychometric assessments. She is an Inner Hero Facilitator with certifications in Career and Life Coaching and is also a Qualified Financial Advisor. She is a certified Sprint Master and a practitioner of Positive Intelligence.