AGENDA

◇ Introduction to HORIZONS
◇ Learning to learn and career planning
◇ CareerStorm Navigator™
◇ ADKAR model
◇ Mind Mapping
◇ Learning Biography
HORIZONS: OVERVIEW

WHAT IS “HORIZONS” ACCORDING TO THE SCOTTISH MODEL?

WHAT ARE ITS ASPECTS?
GROUP ACTIVITY

Please divide in small groups of 2-4 people and discuss the reflecting questions on the related worksheet.

Duration of activity:

15 minutes in small groups

10 minutes for presentation of results and feedback from the whole group
PLEASE REFLECT…

◇ What do these aims mean to you?

◇ How can they be further developed through education/training?

◇ What are the requirements for you as a professional to support the clients’ skills development?
To understand that there is a wide variety of learning and work opportunities open
Learning to learn (L2L) is “the ability…
… to pursue and persist in learning
… to organise one’s own learning, including through effective management of time and information, both individually and in groups
… to be aware of one’s learning process and needs, identifying available opportunities, and the ability to overcome obstacles in order to learn successfully.”

(Rožman & Koren, 2013)
L2L AND CAREER PLANNING

L2L includes aspects of systematic approach, which can be useful to develop a career plan.
TIPS FOR CAREER PLANNING

1. Find your preferences in life
2. Recognise your strengths
3. Up-date your knowledge and skills
4. Identify barriers and find solutions
5. Have a clear vision of your future
6. Define SMART goals
TIPS FOR CAREER PLANNING

7. Find personal resources
8. Reward yourself for successes
9. Learn from mistakes
10. Be flexible and review your progress
HORIZONS

To know how to find and evaluate information and support to help her/his career development
SOURCES OF CAREER INFORMATION
◇ Personal Contacts
◇ Career Centres
◇ Counsellors
◇ Organisations
◇ Internet
SOFTWARE for a better career & life:

**CareerStorm Navigator™**

Web-based solution: To facilitate pro-active career management

See how it is used by:
- Career/Leadership Consulting Companies
- Corporate HR Departments
- Professional Associations
- Universities
- Private Coaches

[www.careerstorm.com](http://www.careerstorm.com)
ONLINE: CareerStorm Navigator

CareerStorm Navigator provides a systematic way to structure information you already have about yourself. Your life-experiences are the starting point. The process allows you to critically reflect upon where you are today, where you want to go and what resources will help you reach your desired destination. As a result, you gain a comprehensive understanding of your own, unique criteria for making career decisions. The process includes three steps:

1. **Map - Charting a course for your career:**
   - Current position: Where are you starting from?
   - Desired destination: Where might you be going?

2. **Compass - Clarifying your resources:**
   - Interests
   - Skills
   - Values

3. **Navigating - Moving forward with confidence:**
   - Compare: Evaluate your career options

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Time for a short break…
HORIZONS

To be confident in responding to and managing change within her/his life and work roles
ADKAR model

◇ ADKAR is a goal-oriented change management model, developed by the company Prosci®

◇ ADKAR: Awareness-Desire-Knowledge-Ability-Reinforcement

=5 steps for change management
ADKAR in practice

Duration of activity:

20 minutes in individual work

10 minutes for presentation of results, discussion and feedback
HORIZONS

To be creative and enterprising in approaching career development
MIND MAPPING: Tips

Source: http://mindmapmaker.org/mind-mapping-guidelines.html
HORIZONS

Identification of life, work, community and society interactions
Learning biography is an useful tool to reflect the impact of learning and education as well as the personal attitude in order to be aware of own resources to be used in professional contexts.
LEARNING BIOGRAPHY in practice

Please read the description of the method on the related worksheet and draft your own learning biography!

Duration of activity:

15 minutes.
CONCLUSION

Questions?
Thank you for your attention!