



# career

perspectives



**Preparing Your People**

**At Career Perspectives** we support key executives, managers and employees at each stage of the organisation's life cycle. We help individuals to enhance their performance, maximise productivity and personal effectiveness. We focus on delivering organisational performance, especially at times of uncertainty, restructure and transformation.



### **Developing**

We prepare your people with emerging leadership potential to build the necessary skills and capabilities to gain experience and readiness to participate fully in the future leadership of the organisation.

### **Leading**

We prepare your people for leadership success in times of transition and organisational change by helping them to increase their leadership impact and build their leadership strength.

### **Performing**

We prepare your people to achieve optimum performance and productivity in an environment of ever increasing demands and challenges. We help them build the required resourcefulness and resilience to deliver the organisation's goals.

### **Transforming**

We prepare your people to move to new careers and new organisations by providing them with the tools to clarify direction and identify suitable opportunities. We work with them to prepare for new employment, to market themselves throughout the application process and to present themselves with confidence and impact.

## Why Choose Career Perspectives?

### We deliver...

smooth transition to new roles and new organisations  
improved staff retention and customer satisfaction  
increased productivity, morale and company loyalty

“We work closely with your organisation to identify the most effective and high quality solutions to your people development and transition needs.”

### We believe...

people are a company's most valuable asset and merit continuous investment  
everyone can find their passion and reach their full potential with the right motivation and guidance  
the secret to success is to continually develop new perspectives and embrace new challenges

### We have...

a track record of success in developing people  
more than 20 years experience of HR strategy and operations  
first hand experience of strategic and operational management, coaching, training and development across a wide variety of sectors  
in-depth knowledge and experience of the financial services industry at senior management level  
qualifications to post-graduate level in executive coaching, education, training and development  
a blend of training and experience in career management and career coaching  
no affiliation to any recruitment or head hunt agency  
licences to use a range of occupational and psychological tests including MBTI®, OPQ, 16PF and The Hogan Inventory



## How We Work With You

Together with a group of professionally qualified and experienced associates, we work closely with your organisation to identify the most effective and high quality solutions to your people development and transition needs.

We consult with key stakeholders at all stages of the process to ensure that your requirements are met in a way that optimises potential results and fits with your organisation's culture and values.

In addition to coaching, training, group and individual workshops we provide specialist advice and ongoing support to the Leadership, Management and HR teams to ensure continued delivery of superior performance and business results.

Joanne Boyle and Paddy Lavelle are experienced and highly qualified executive coaches and leadership and management development specialists.

With over 20 years experience in senior management positions in a number of organisations in the financial services sector, they have both independently run their own people development businesses specialising in management and personal development.

A commerce graduate from UCD, Joanne holds a Smurfit Business School Diploma in Advanced Management in Business and Executive Coaching and is a member of the European Mentoring and Coaching Council.

Paddy holds a Masters degree in Education, specialising in Training and Development and is an accredited member of the European Coaching Institute.

Both Joanne and Paddy are members of the British Psychological Society and affiliate members of the Chartered Institute of Personnel and Development.

