



# Build a solid business case for *internal* career centres with HDA Career Development Services

*Improving employee engagement and commitment by supporting staff at all levels, and at all career stages to identify the internal (and potentially external) career development and learning opportunities available to them as they progress their careers.*

*Helping staff to assume career self ownership, and to recognise the opportunity costs that come with each career decision, during times of stability, when at risk of potential redundancy, and when their roles no longer fit.*



Companies are facing the tough challenge of ensuring engagement, morale, performance, and corporate reputation with tighter budgets.

Many are now approaching HDA for advice on how to divert some of their outplacement spend to internal career development support for staff currently in the organisation; recognising that partnership with a professional independent provider makes sense.

At the same time; more than ever, people are feeling that they need to take *personal* ownership of their careers to achieve career leverage; this ownership largely in the past being left to in-house learning and talent management professionals, focused primarily on internal succession and future proofing.

## HDA Approach:

HDA has worked as a career development, coaching, career transition and outplacement provider for 30 years, with significant success supporting organisations to manage a range of career review, coaching, redeployment and outplacement projects at all levels. HDA clients are now engaging HDA as their internal career advisor at all stages of the career life cycle.

## The benefits of working with HDA

1. HDA's services are delivered with emphasis on enhancing the **employer's reputation** as a diligent employer; seeking strong service delivery, and clear sponsor ROI,
2. HDA takes a strong **HR-partnership approach** in delivering projects of all sizes; managing the communication of the process via a range of innovative communication media,
3. HDA places emphasis on the **individual aspirations and needs** of managers and staff that we support at all levels – *one size does not fit all*,
4. HDA works intelligently with a range of key strategic partners to meet complex individual career needs.
5. **HDA can accommodate your budget**

## Who we work with:

We work across all sectors, developing long-term relationships with a broad range of world-class organisations. See more at: <http://www.hda.co.uk/corporate/our-clients/index.asp>

## Our Coverage



We work across all regions of the UK, with consultants covering locations from Scotland to Cornwall, and supported by a highly flexible regional office infrastructure. We also regularly provide career transition and development support on all continents via our founder-membership of our global careers network, *CareerNet International*. See more on our international locations at: [www.careernet-international.org](http://www.careernet-international.org)



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