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Academic and Employability skills

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Employability skills at Mark & Spencer

DEFINITION OF EMPLOYABILITY

Employability is about the skills that you can offer a company not just in your first job but in your entire career.

I think it is everything that you are in a professional context, every way that you come across and, personally, I call it 'your personal brand'.

Employability simply means how employable you are for a particular role: it is not necessarily about the specialist skills that an individual has got, but about how they would fit into the organization.

Employers look for a number of things: firstly they are looking for bright, intelligent people, they are sort of spark, they are looking for people who have got to question the things that have been done in the past, they are quite prepared to think laterally about how they should be in the future.

People who go further are the people who communicate well: communication skills are the number one skill to pay attention to.

Companies look for the 'right attitude' employees, who are willing to learn, to improve and to do the very best they can.

It is very important to be adaptable to change and recognize that, the day to day aspects of your job may not necessarily be what is written in the job description.

Building an online profile it is incredibly important for your employability and LinkedIn helps a lot as a recruitment platform.

Furthermore, from an employability perspective what is important is to both invite and become open to feedback: employers are looking for candidates who can demonstrate that they have got the potential, who they can grow and nurture within their organization.

I have decided to apply at 'Mark & Spencer' because I believe in the company values and I am willing to apply the skills I am learning in this course into my real career. I feel very confident that thanks to this course I have improved my communication and organizational skills, my time management skills and also my academic abilities.

This report will be based upon academic abilities and how this is associated to employability skills and show upon my own abilities.

Most academic skills such as academic writing, organization, time management, meeting deadlines, researching, oral communication, critical analysis and problem solving skills are relevant to employability skills.

Depending on the job title many of the above skills will be required for instance; academic writing is used in most jobs such as writing references or reports, most jobs also require people to attend work on time be organized and able to meet specific deadlines.

SKILLS FOR TEAM MANAGER FRESH DAYS MARK & SPENCER

The role at Mark & Spencer of being team manager at fresh days will require the applicant to have certain qualities and skills.

Your mission is to deliver an outstanding customer satisfaction and you have to ensure market leading quality and value by constantly innovating and optimizing the company efficient processes, driven by technology and people.

You will need to be a high performer in order to be successful in the Mark & Spencer 's job role.

To be eligible for this team manager job you will need a certain list of employability skills to ensure that you are the right applicant for the job of team manager at fresh days Mark & Spencer.

For the job at Fresh Days Mark & Spencer you will definitely need to have good verbal communication as team manager because you will have the responsibility of your team members day in and day out and you will be overseeing projects which you could be in charge of so you will need to be able to communicate with colleagues to make sure everything will run smoothly and then you will need to report back to the director.

You will need to be able to plan and organize well so you are able to plan out and then organize a project well and then carry it out effectively.

Time management is an essential employability skill that will be required, you will need to be able to perform efficiently to the amount of time you have and manage it effectively within projects and daily work days.

As a team manager you will need to be able to have exceptional leadership skills, being able to motivate your team and being someone that they come to for guidance is really important in this job.

Flexibility is a good skill to have in this job as you will need to adapt to different situations, tasks and environments quickly as team leader so that your team members are able to come to you for help if they are unable to adapt quickly.

Mark & Spencer is looking for these specific employability skills as they know that without these you will not be suitable for the job and will not succeed, then neither the applicant of Mark & Spencer will benefit from this.

Personal Skills for Team Manager

You will need to be a natural born leader to be successful in the team manager fresh days job at Mark & Spencer, you can't be shy or held back you have to be able to take charge of a situation straight away without any difficulty and you will have to be a good directing others by making sure all the tasks are complete.

It is very important that you are confident within yourself so that people in your team can respect and look up to you, without confidence you will not succeed in being a team manager and you would not be best suited for this job.

We require that you are an ambitious person so that we know the goals of the company that are set can be achieved without any problems and if we set harder goals you are motivated to reach these goals.

Something that we think is essential in a team manager is motivation because if you team members see that you are motivated it will motivate them to perform well in their work .

You will need to have a skill of reporting back to people as this job position requires you to report back to the director on a daily basis.

Mark & Spencer is looking for a real leader to be their team manager at fresh days Mark & Spencer to help the business succeed.

Communication Skills for Team Manager

As a team leader you will need to be a very good listener, you will have to take on your team members problems within the tasks, their ideas and anything else they have to say, without this communication skill your team will not succeed in the tasks and daily requirements that are set.

You will be the leader of your team and it is your job to hear everything everybody has to say even if you don't necessarily want to. It is necessary that you are able to take feedback from your bosses with good intentions, you have to be able to take bad feedback and then learn from it and take good feedback and be proud of it.

If you want to be a good team leader you will need to be assertive in this job so that everything that you know needs to be done will be done with no complications or without any colleagues saving that didn't know what you were talking about, you need to be assertive so that tasks and projects are completed efficiently. You will definitely need to be a good talker to get your colleagues attention and to be able to share everyone's ideas and thoughts on the task set for that day so everyone in that team feels like an equal member of the team.

All things considered, I will always be positive when representing Mark & Spencer brand and I will make sure I provide an excellent customer service. I have read the job description before being hired and I felt I had the necessary experience and interpersonal skills to excel in the position.

I was looking for long-term, stable employment within my local community and Mark & Spencer was the only one I wanted to work for, mainly due to the positive reputation the company has within the local community and the customers.

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