

Professional Career Development

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Table of Contents

Personal reflection on role play and career development planing.....	3
Short-term employment goals.....	6
Long-term employment goals.....	6
Recruitment and selection.....	7
References.....	8
Appendix 1.....	9

PERSONAL REFLECTION ON ROLE PLAY AND CAREER DEVELOPMENT PLANNING

Taking part in role-play especially playing a role of a marketing manager in one of the big organizations was an interesting part of the session in developing my career development plan. When I could play the role as the real character, that is a marketing manager, I realized that I am good while given the opportunity to think and provide an urgent solution on how to improve the marketing strategies to gain a competitive advantage for the company in the market. It was interesting also interesting applying some of leadership qualities during the role-play such as effective listening in order to make the session lively. I would figure out real life situations outside the world and incorporate them into our session to enhance reality of my suggestions. I realized too that while I am speaking, new ideas always come up through creativity with regard to our discussion topic. The interaction we could have was somehow lively but a bit formal and we could emulate how managers could discuss real issues.

As I was participating in the role-play, I could feel the challenge and a strong desire to achieve my career goal of being a marketing manager in one of the renowned organizations. The feeling I achieved after the role-play and complements from my partner were different from what I have before the interview. I felt I had confidence in experiencing the real challenge outside the role-play context. During the session, I could be absorbed deep into the managerial position and situation, and I could integrate all the learning skills, knowledge, attained life experience in facing the situation and giving solution to the challenges as interview by my partner. I now think from this situation, I will be able to profoundly plan and restructure my career plan to highlight all my strengths and weaknesses and work on them towards being a better employee and a better manager who understand better his roles and ways of facing the problems without fear for the better of my organization.

Through the role-play discussion, I have been able to realize my strengths and weaknesses especially in communication. I have learned the importance of effective listening and good communication skills are paramount in any sound role-play. I have also learnt how to respond to urgent situation and apply my learned skills and knowledge with experience to address the need with urgency and offer solid remedies. I have also learned the importance of having a career development plan, which is essential in identifying my personal strengths and areas in which I need to develop as my career. I have been always having passion in leadership and management positions a]from my childhood, more especially working in my parents retail shop

and assisted in providing my opinions that have been significant in improving the performance of our retail shop. As Leong (2012) States, career planning and development involves a goal of preparing and focusing on the world of work. This idea has been motivating me to work hard in my education and outside classroom to ensure I achieve to best in my career. I have learned that most people fail especially in the managerial position because the lack a plan for proper implementation of skill and knowledge they have, lack of hard work and commitment in serving as role models to their employees, and using inappropriate management skills that kills the employee morale and productivity in the work place.

My individual career development plan contains both short-term and long-term goals to achieve right from my educational level to my professional lever. My dream career I am working on is to be a marketing manager in major marketing companies. It consists of the plans that outlines how I intend to transit into the role along with accompanying responsibilities and required educational and professional qualification. I have also discussed the skills and knowledge as a manager and a leader I will need to employ to ensure efficient working in achieving my organizational goals. I have listed and discussed leadership skills I will employ and guiding theories of being an effective leader. Lastly, I have outlined some of the pros and cons associated with my work as a marketing manager and recommended possible action plans to improve my efficiency at work.

In my career development plan, I have incorporated a SWOT analysis strategy to understand better my strengths in the path of my career growth, my weakness that I need to work on to better my skills, improve my knowledge, and achieve greater goals in future. I have also highlighted some of the opportunities in the path of my career development and some of the risks I might encounter in the process and prepare adequately on providing solutions to them. As learned from own personal experiences in assisting in running of the retail shop and assisting in managerial roles in the shop, also from participating in the role play, and with the gained skills and knowledge learned in my course and the world outside, some of my personal strengths, weakness, opportunities, and threats include the following:

Strengths	Weaknesses
Control of the internal positive aspects, which capitalizes my planning.	Inadequate work experiences that need to be improved on.
Diverse experience in work as an assistance manager in the local retail shop.	Insufficient managerial job knowledge.
	Inadequate technical knowledge.

Strong technical knowledge learned in school such as using hardware and software such computers and programming ideas. Significant transferable skills as teamwork, effective communication skills, and good leadership skills. Excellent personal ethics and characteristics such a creativity and innovativeness, optimism, working under pressure, good energy levels, strong and efficient work ethics, and most importantly self-discipline. Profound contacts and successful networking Good interactions with relevant professional organizations	Weak leadership, management, interpersonal skills. Weak time management and resource utilization skills.
Opportunities Plan to take advantage of external positive environment that are beyond common human control. The field has a positive trend that creates more employment opportunities, technological enhancements, globalizations and growth of organizations. Several opportunities arising through advancement of education such as chief executive officers and directors positions. Greater advancement opportunities in my career field Professional development opportunities in the field. Creation of strength personal and corporate network. Unique opportunities along the career path.	Risks The major risk I am likely to encounters is competition from various players in the career field such as: Competitors having superior skills, experiences and knowledge.

Opportunities arising through having specific career goals and higher self-knowledge.	
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Employment goals

Both the long-term and short-term milestones I would like to achieve along my career path define my personal employment goals. In my professional career development and employment goals I have outlined some short term and long-term to achieve in my career.

Short-term employment goals

My most preferred short-term employment goal is gaining a new skill. This is essential especially in the current world full of learned and qualified professionals. Learning a new skill will help me attain a more competitive advantage over other qualified individuals seeking employment. The other goal is to boost my networking abilities. This is essential in the event that I want to progress to greater heights in my professional career. It will also be significant in exchanging information and insights through social and professional interactions. Networking improves confidences and an ease to get employment opportunities in the marketing field.

Getting internship with large organizations to gain adequate and relevant experience required in working in such companies. Internship will be the best way of earning points in places of employment and an advantage of gained experience will put me at an upper hand of securing employment. Another short-term employment goal I desire to achieve is creating my own business. I find everything that I need to start my business around the environment I live and they do prompt me to start my own business and become the manager of my own. My professional goal is to be a marketing manager in a big organization, although it may seem to be a long-term goal to start my own business, it is one idea that I feel to include in my short-term goals and develop it to the desired stamina.

Long-term employment goals

The major long-term goal I desire to achieve is earning a certification or degree in my career field. This is the deciding factor that will dictate the position I will hold, also the field I will get employed in. Employers will look at your qualification for the employment one is seeking, and therefore, this becomes one of the goals to attain in my employment plan. College and universities provide abilities that help an individual to gain knowledge in the holistic business side, which makes it quite easier for graduates to secure employments in major organizations.

Another important long-term goal is to become an expert in my field. It is my wish that I take my company into greater heights through better marketing and managerial strategies. Everyone in the employment world is claiming to be an expert in one thing or another. This is usually considered one of the world's most subjective concepts. Being an expert in my area will make my working easier through better problem-solving decisions, understanding different work decisions, getting to greater positions. Personally, being an expert in my place of employment or career path will bring a sense of satisfaction and self-fulfillment. Another long-term goal is to win prestigious award in my career field. Almost every industry is awarded a reputable award for the most performing individual and depending on the achievement of the organization. It is my plan that I attain remarkable achievement in my career and win prestigious awards.

Recruitment and selection

There are many techniques to create applicant pools. A company may choose to hire an employment agency depending on your company's regulations and the amount of your hiring budget. Executive search companies and private agencies are often used to hire white-collar workers, but they may be used for anything. The agency will choose candidates based on employment requirements given by your company. Create an application pool and conduct preliminary interviews to screen candidates weeding out unqualified applicants and sending you just the most qualified. This might save a lot of time, but private agency fees can be rather expensive.

Being the most qualified candidate is the wish of every person in order to gain a higher position in the career path. If the state employment office has a job opportunity, it send to someone who is qualified to the organizations which seek to employ professionals in a complimentary recommendations one can also earn a bonus depending on the nature of the job. Few uninvited walk-in candidates, but they may not be enough to fill the position. Without the need for further recruiting activities. Large corporations often use in-house recruiters whose main purpose is to find new employees. Eligible applicants for available roles Recruiters are commonly used in high-tech industries. They concentrate their efforts on technical schools, community institutions, and universities. Universities. Applicants should be aware that in-house recruiters are company employees. Their perceptions of the organization are largely based on their interactions with it, internal hiring manager. As a result; recruiters must be made aware of the picture they are projecting. Present throughout the screening interview; it has the potential to greatly affect the applicant's performance.

References

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Appendix

Appendix 1

Role play Questions:

1. Tell me about yourself.
2. What are your strengths and weaknesses?
3. Why do you want to work with us?
4. Why should we hire you?
5. Where do you see your-self in 5 years?