DIGIGEN

Up-Skilling Programme

Final Reflection

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CLOSING THE UP-SKILLING PROGRAMME

- Context of a guidance professional

- Final Reflection

CONTEXT OF A GUIDANCE PROFESSIONAL

Digital HR/Counselling

- Agile, strategic with digital planning software

- Digital recruitment and personnel marketing

- Digital human resources development and qualifications

- Digital staff deployment, staff appraisal and remuneration

- Digital personnel controlling and personnel administration

- Digital personnel - transfer - management

Preamble for ethical guidelines

Guidelines (IAVEG 2017) serve as a reference for

a. decisions and measures as individual counsellors,

b. the planning of policies and services of guidance institutions,

c. informing the public about expected standards for professional practice and conduct,

d. the provision of assessment criteria for self-assessment, peer evaluation and supervision to ensure quality standards in service delivery; and

e. seeking organisational support for their own professional development.

CRITICAL QUESTIONS

Do the ethics standards provide guidance on appropriate counselling approaches/theories/behaviour to achieve the goals?

Are the theories and methods used appropriate to the given framework?
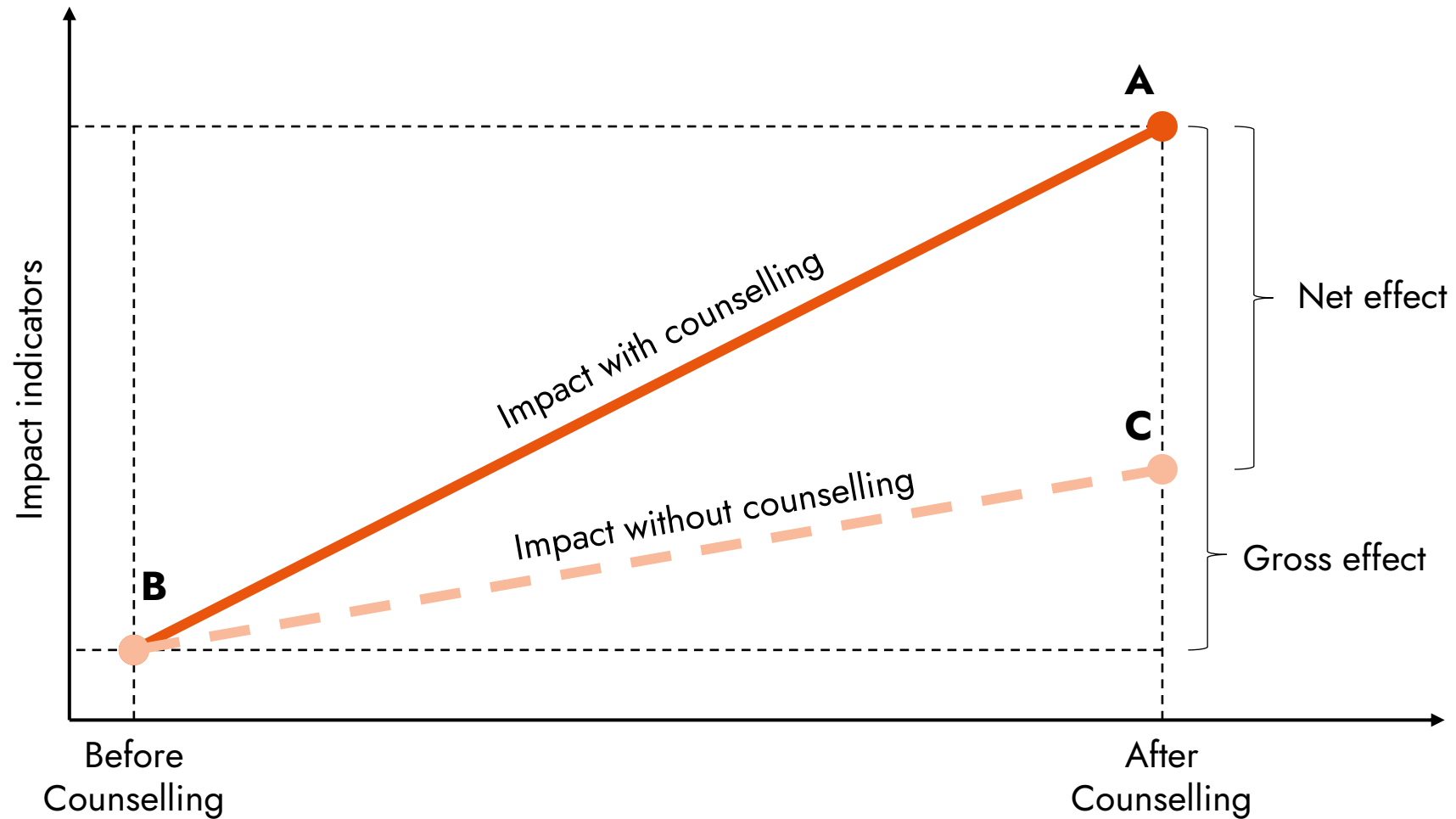
EFFECTIVE ALTRUISM?

How many people can be helped by your actions and to what extent?

What happens if you don't act?
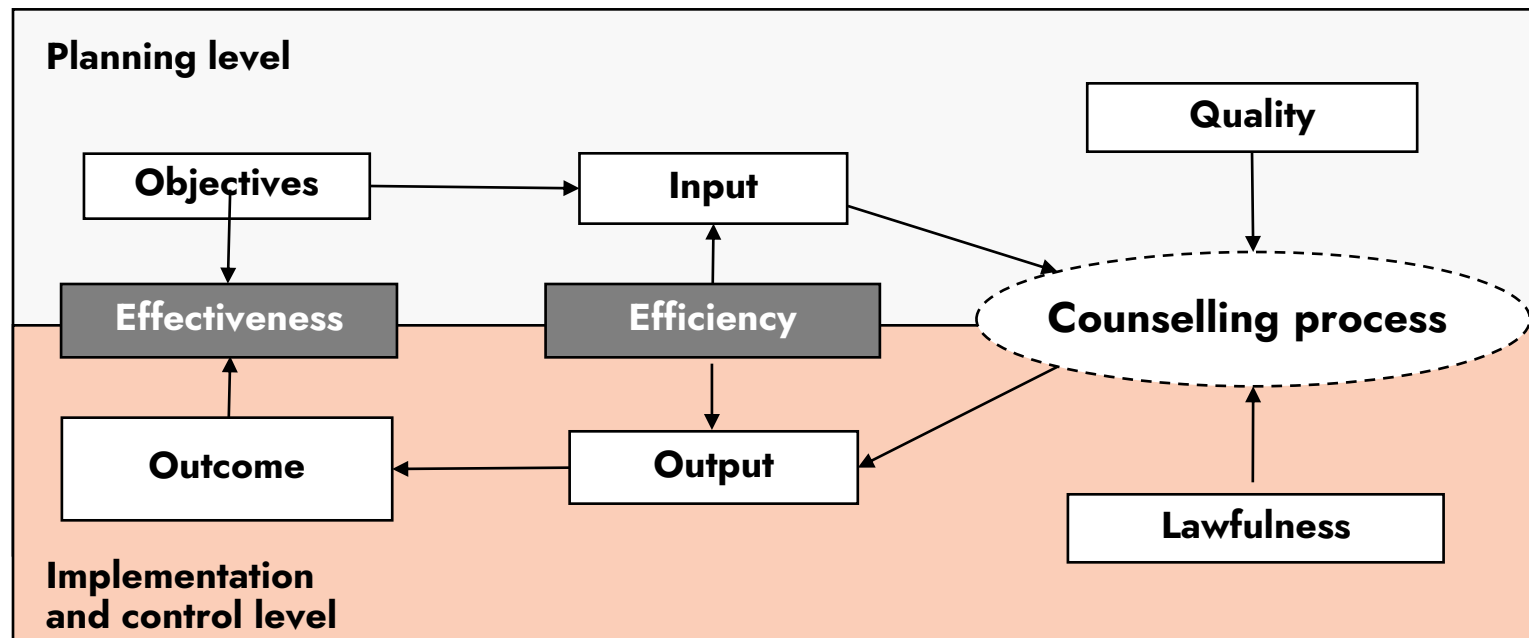
What is the probability of success?

How strong will the social impact of the career be?
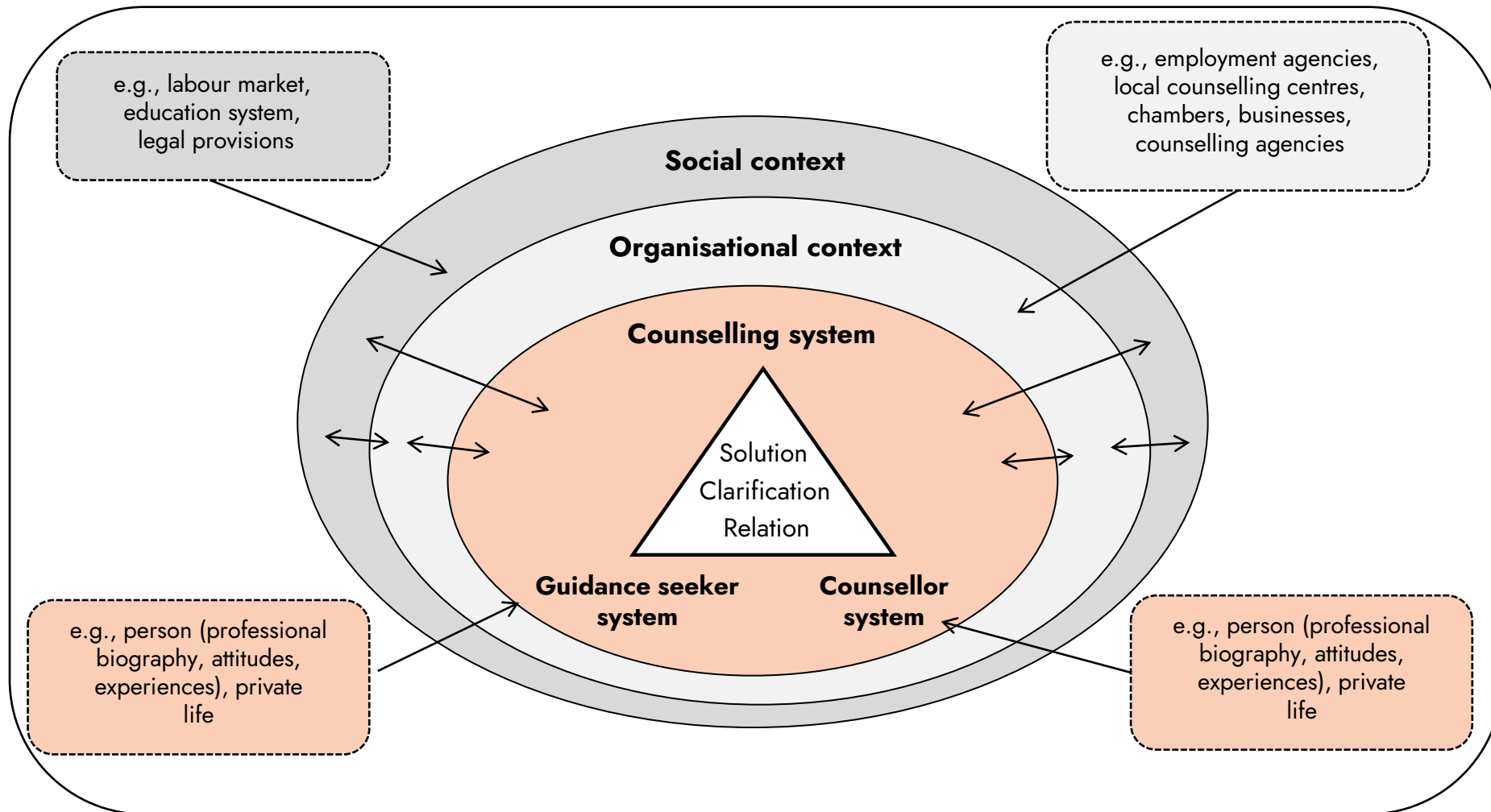
Gross/Net effects of counselling

Effectiveness & efficiency

3-Level Model

■ **Input** – e.g., capacity, resources, competencies

■ **Output** – e.g., number of sessions with clients

■ **Outcome** – e.g., counselling success

Controlling & quality management

Schiersmann (2008)

Networks

Networks are generally considered informal and formal networks of relationships between people and systems in which exchange processes are realised. (Miller 2005)
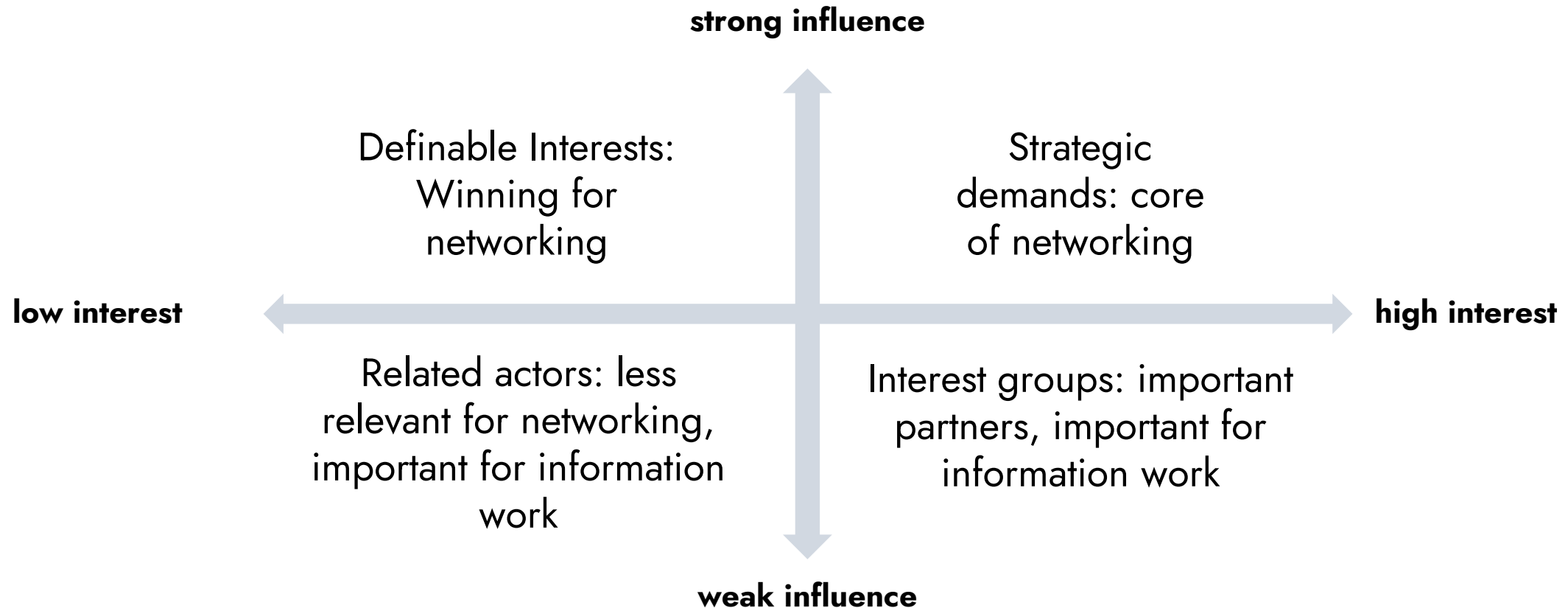
Functions of a network

- Information function

- Learning/skills function

- Psychological function

- Political function

Characteristics of a network

- Nodes: Human actors/institutions

- Edges: Communication/Relationships

- Strong and weak relationships

- Reciprocity (mutuality)

- Positions

- Structural holes (unconnected relationship spaces)
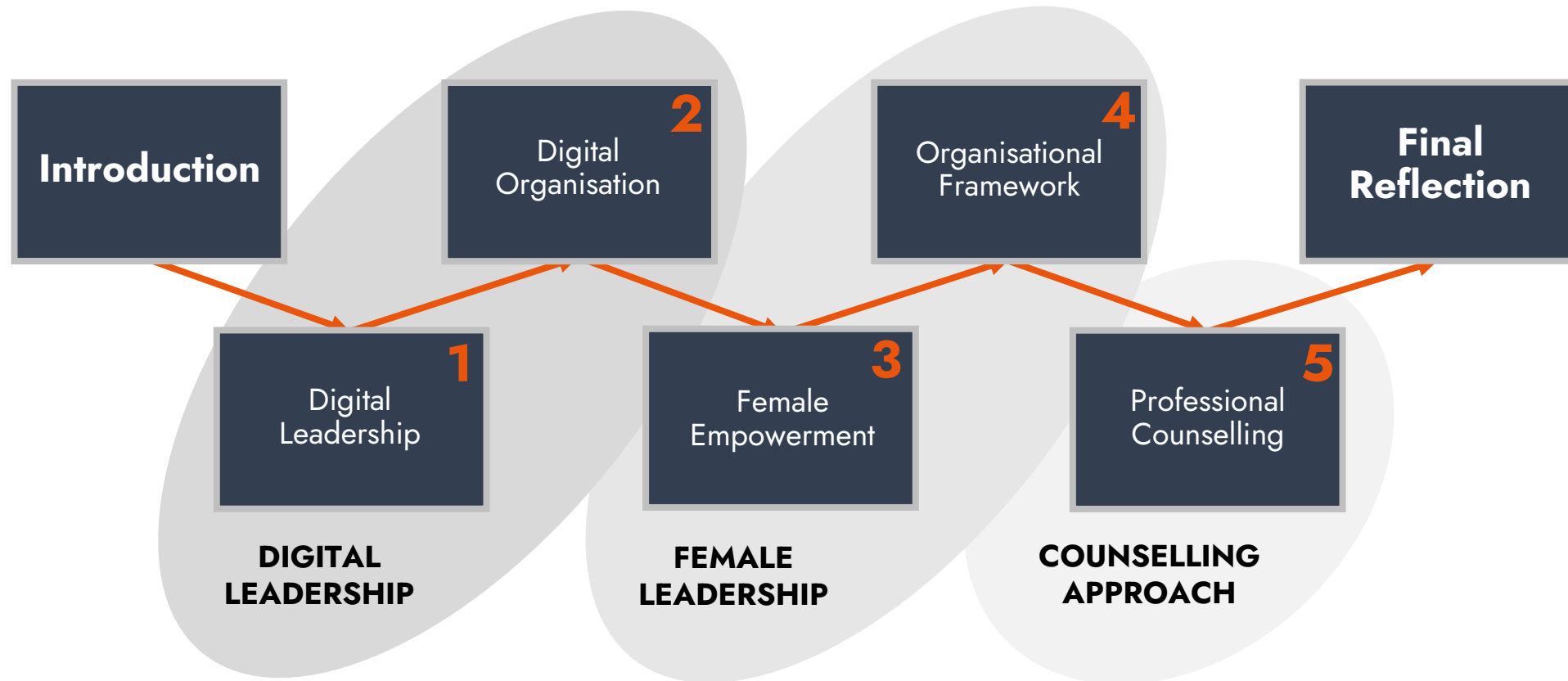
- Dynamics and development
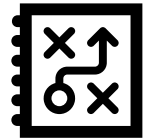
Identifying relevant network partners

strong influence

Definable Interests: Winning for networking

Strategic demands: core of networking

low interest ← → **high interest**

Related actors: less relevant for networking, important for information work

Interest groups: important partners, important for information work

weak influence

FINAL REFLECTION

Final reflection

Final reflection

Challenges

- Digitalisation & Digital Transformation

- New Work

- Equality Efforts
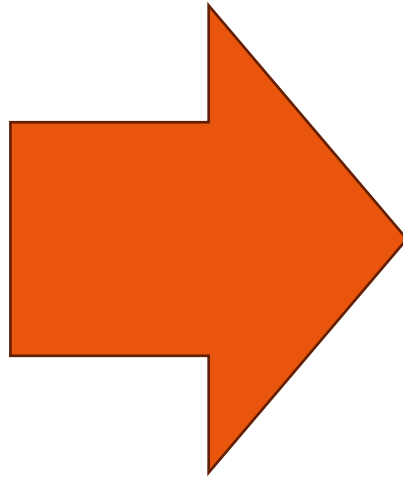
Framework

V	Volatility
U	Uncertainty
C	Complexity
A	Ambiguity

Barber (1992)

Approach

V	Vision
U	Understanding
C	Clarity
A	Agility

Johansen (2012)

Final reflection

Approach

V Vision

U Understanding

C Clarity

A Agility

Johansen (2012)
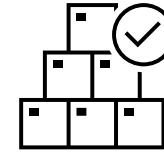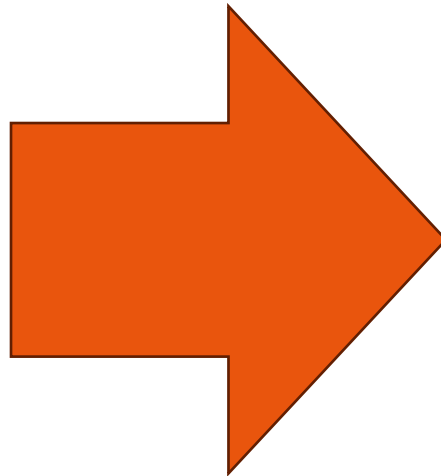
Components

- Digital Leadership
- Female Empowerment (without putting others at a disadvantage)
- Counselling Approach

YOUR TASK

Evaluate the up-skilling programme

☆★☆

How would you rate the added value of this up-skilling programme for you and your target group?

Did you miss any components in the up-skilling programme?

Did you find the mix of theory, practical insights and activation games appropriate?

What would you like to see in addition?

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