

# nexnews

## CAREER COACHING WELL IN PROGRESS

Career coaching which started in April 2020 involving about 130 associates and 22 coaches is intended to provide customized support to associates as they embark on their new journey at Nexus. This week, we catch up with Sylvia Kon, Director of Case Management who is responsible for overseeing the coaching programme to find out the progress so far.



*Sylvia Kon, Director of Case Management and Lead Coach*

**NEXNEWS:** “Sylvia, at what stage is the coaching process now?”

**SYLVIA:** “Majority of the Associates are now at the Exploration stage of the journey, while some have arrived at Goal Setting.”



**NEXNEWS:** “What areas are covered during the coaching process?”

**SYLVIA:** “The journey starts off with a Career Coach being assigned to an Associate where rapport building kicks off. From there, the Exploration stage begins where Associates will be engaged in activities and assessments that help them better understand their own values, beliefs, passions, drivers, personality and interests. This is a holistic journey of self-discovery where an Associate can better visualize what they want for themselves in areas not only related to career path but also own personal goals in life. With this comes self-reflection & self-clarity.

The next stage is the Goal Visioning & Setting stage. The Career Coach works together with the Associate to visualize and provide more clarity to the goals they want to achieve, and from there build actionable steps to achieve these goals. Once a plan is formulated and agreed, the Associate will then carry out the actionable steps to pursue their goals. These may include participating in upskilling programmes or gaining insights from various briefings/trainings conducted by subject matter experts. Various tools are also used to help the Associate in realizing these goals throughout the coaching journey.”



**NEXNEWS:** “What is the general feedback received from associates during the coaching sessions?”

**SYLVIA:** “Many have commented that coaching has helped them gain better clarity on what they want in life. They appreciate the guidance and care rendered by the coaches, for some it was comfort merely to just have someone to talk to.”



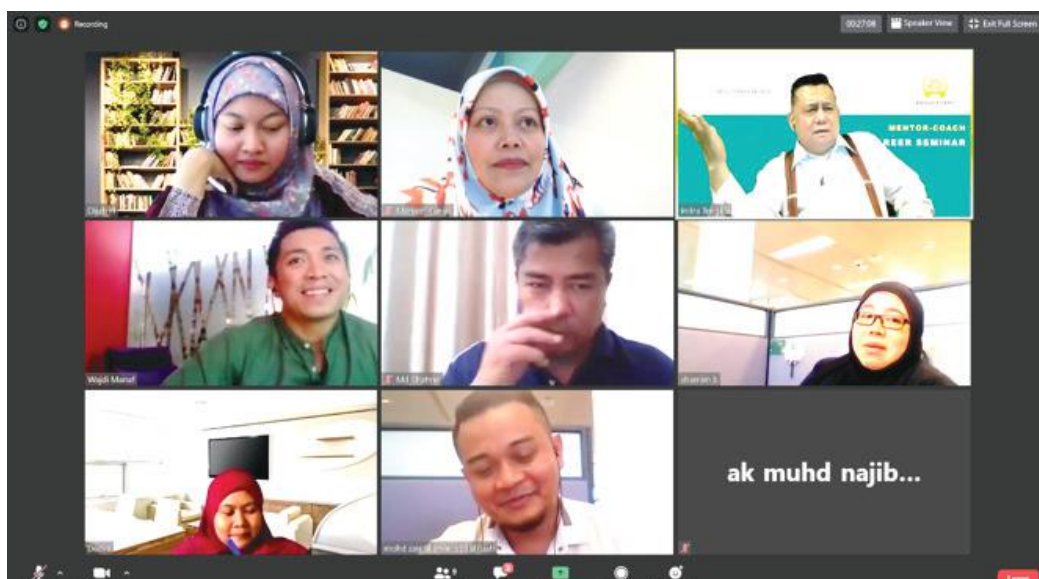
**NEXNEWS:** *“How many have made up their minds and chose the respective entrepreneurship, business development and career tracks?”*

**SYLVIA:** *“So far, about 80% of Associates have an indicated track preference. However, as majority are still at the Exploration stage of the journey, these preferences may evolve as we arrive at Goal Setting.”*



**NEXNEWS:** *“What’s next for the Associates after completing the entire coaching activity?”*

**SYLVIA:** *“The end goal is to guide every Associate to achieve their selected goals, whether it is a profession in the career track, become a business owner as part of the entrepreneurship track or be part of a spin-off company per the business development track. We also hope that the insights and learnings they’ve gained throughout this coaching experience will be valuable in elevating their wellbeing and quality of life.”*



Online group mentoring is held fortnightly involving the coaches from all the three DevCos and their assigned mentor



*The seven coaching cubicles*



*The cubicles are equipped with a white noise speaker system that helps block out other noises and ensure privacy and confidentiality during the coaching sessions.*