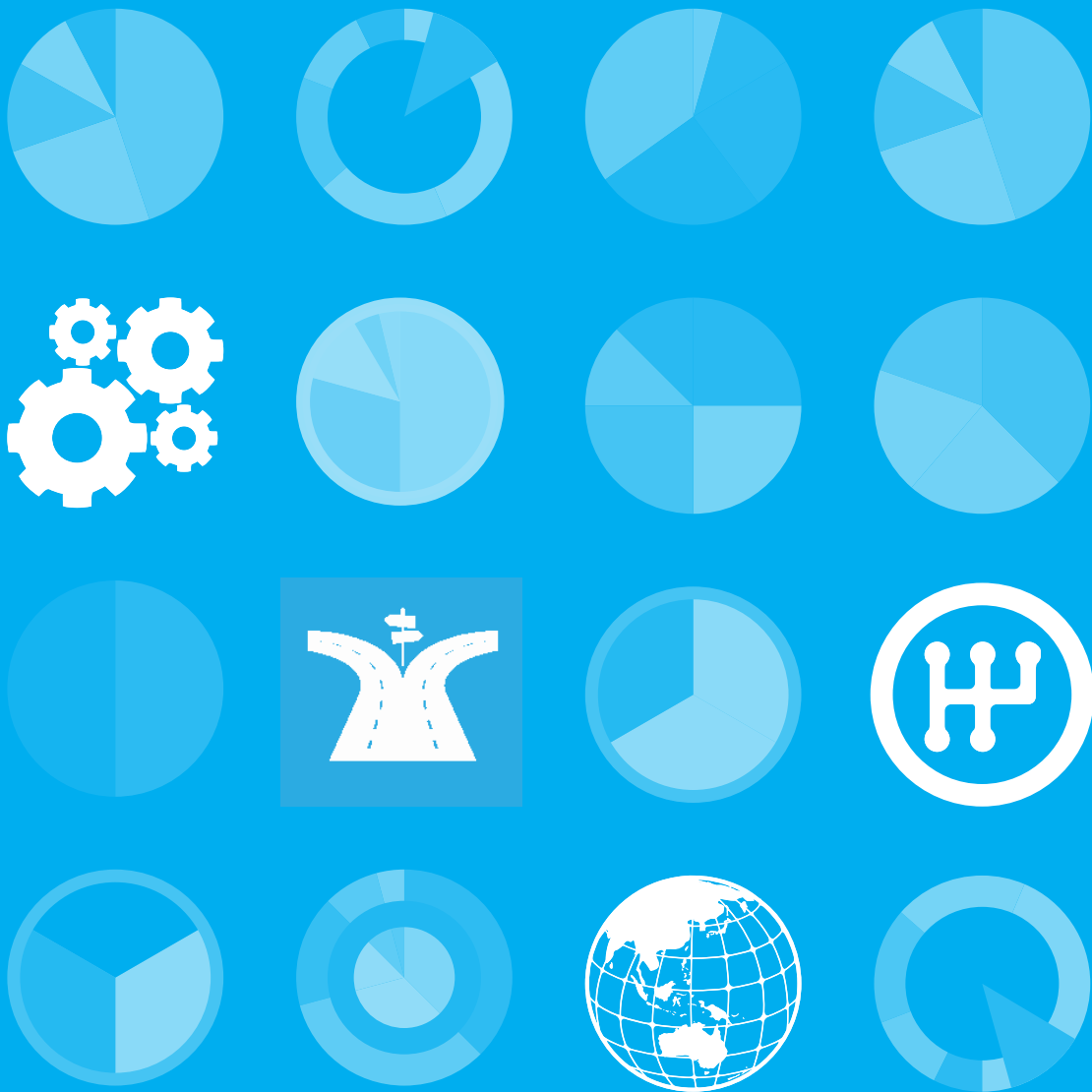


Elite Sports People

When the glory is fading, what's next?





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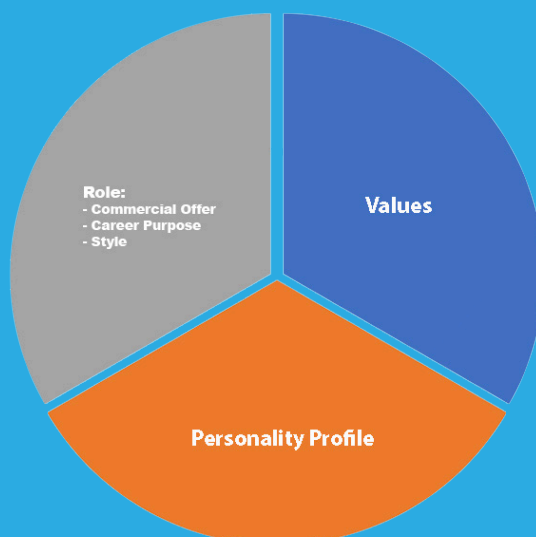
The aftermath of a successful, highly active sporting career, be it an individual sport or a team sport is a serious matter as it typically involves the next 50 years or so of the person's life.

When you have been deeply immersed and totally consumed by the rigours of training, competition and striving to be your best, how do you begin to think about a role in the real world of employment or self-employment?

In the past, a club member may say, "I have a mate who is a plumber and he is looking for an apprentice, you would make a good plumber, I will arrange for you to have a chat". Those days are well and truly gone.

The answer lies in reviewing and articulating who you are, what you have learnt, and what interests you. This is your Personal Value Proposition (PVP). Once you **have clarity about your PVP**, you can intelligently and effectively seek new opportunities that will create a career for your future.

The core components of your PVP are:



You need to start thinking about these matters 3-5 years before your “retirement” from your sporting career.

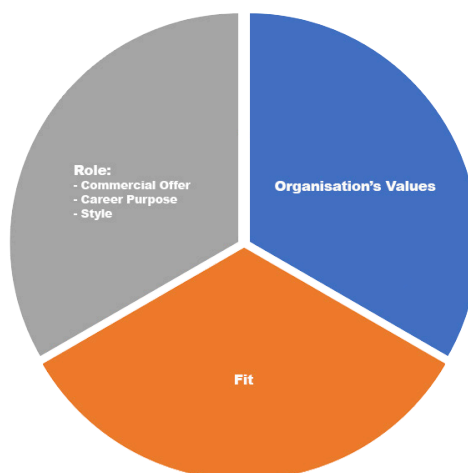


Your sporting career has not been a waste of time when it comes to the next steps. In assessing what you have learned in your sporting career, it is important to note that it is a lot more than just the know-how on playing the particular sport.

Other skills that you may have developed in seeking excellence could include:

- | | | |
|-----------------------|-----------------------------|----------------------------------------------------------------|
| • Self-discipline | • Communication | <i>and transferable soft skills such as;</i> |
| • Planning | • Leadership | • attitudes and perspective |
| • Focus | • Team membership | • ways of interacting with people under varying circumstances, |
| • Emergency reactions | • Team building | • demeanor, |
| • Crisis management | • Culture management | • learning style, |
| • Self-development | • Coping with change | • problem solving techniques, |
| • Autonomy | • Tactics | • work style. |
| • Self-knowledge | • Identifying change needed | |

A good role, one in which you can thrive, requires three key features to be aligned with your employer, partner or clients. These are illustrated in the VRF® diagram below:



Values: Your values must match those displayed by the employer, not those claimed by the employer. Otherwise, you cannot maintain commitment.

Role: Your suitability for the role must be supported by:

- Your “commercial offer” or Personal Value Proposition; evidenced by your track record embodied in your resume and interview responses.
- Your aspirations; the next role should serve an identified purpose for you.
- Your style: you must be suited to the type of role and work environment.

Fit: The nature and style of the key people in your immediate work space and reporting chain must be compatible with your personality, otherwise success is unlikely.

Career possibilities to explore include:

1. Employee (full or part-time)

- a. practitioner,
- b. Team Leader,
- c. Manager,
- d. C-Suite roles.

2. Board Director

3. Self-employed

- a. Proprietor of own business; a start-up or purchase an existing business.
- b. Advisor
- c. Coach
- d. Consultant
- e. Contractor
- f. Franchisee
- g. Partner.





Once you have developed clarity about direction, style and areas of interest, develop a gap analysis and then a plan of action.

Gap analysis consists of identifying the various skills and know-how, qualifications and experience (track record) required to reach the stated goal or role.

Then articulate how you will bridge the gap between your current capabilities and the identified capabilities.

Techniques will include:

- Formal long or short course training for formal qualifications.
- Formal long or short course training for accreditation.
- Informal courses to upgrade particular skills including recognised professional development activity.
- Learning on-the -job.
- Working with a mentor.
- Desk research and reading books.
- Networking and attendance at Industry Association events, lectures and professional development.

Now for the tactics....

1. Personal profile; who are you, your interests, aptitudes, aspirations and work style.

Please be aware that this knowledge about self is one of the most fundamental and important inputs into your thinking and future decisions so, we strongly recommend that you only rely on a rigorous and normed psychometric instrument. Examples of such instruments are the **California Personality Inventory (CPI)** and the **Birkman Method**.

2. Personal value Proposition (PVP); preparation and examples to support your claims
3. Values, Role, Fit (VRF®); understanding every element and your requirements for each element.
4. Articulate targets and options in a clear document.
5. Gap analysis and plans.
6. Resume(s); preparation of a several different types, according to your short term goals.

The tactics (continued...)

7. Job Search; understanding all the various channels and how to work each one to find a role.
8. Desk research for networking and interview preparation.
9. Training and development plan that has been derived from your Gap analysis. This may commence before your job search activities.
10. Interview preparation and practice; confidence in what you have to offer and how you express it.
11. Conduct the search; concurrently exploring all the job search channels in a planned and systematic way.

Nine Lives® Consulting Methodology (Process)

Our Career Navigator® programs provide a 7 step process including investigation, career strategy and the practical aspects of job search (sources, resume(s), interviews and related documents).

The order of the steps is decided by you, the participant, according to your immediate imperatives.

Working with you with one personal consultant and our workbooks and reference material, we articulate:

1. Who are you?

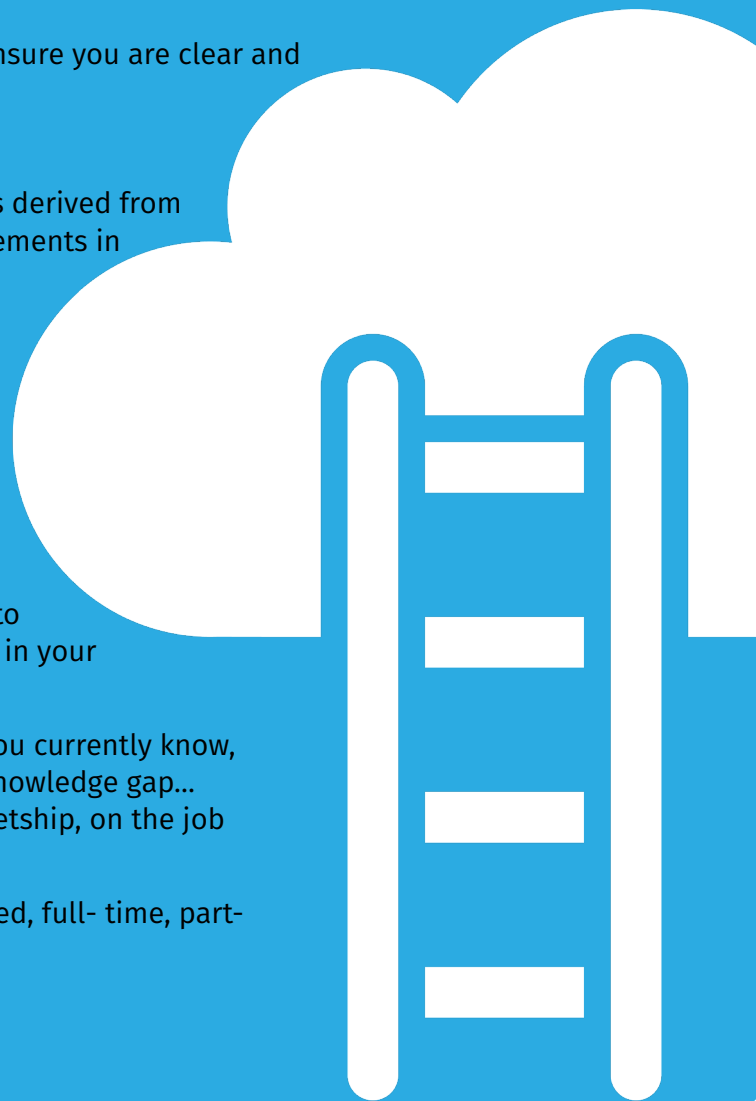
- i. Psychometric profile; a detailed Birkman profile indicates your interests, aptitudes and style as well as describing the most suitable workplace environment for you.
- ii. Structured discussions on personal history and interests elicits key information about your personal style and aspirations.
- iii. Review personal profile from 5 perspectives to ensure you are clear and comfortable with whom you are.

2. Achievements

- i. Commercial offer & Personal Value Proposition is derived from an examination of your recent and major achievements in the workplace and private life.
- ii. Interests and drivers are confirmed from your achievements.

3. Options & Career plan

- i. Combining the information from steps 1 & 2, we can build a Personal Value Proposition and your Commercial Offer.
- ii. Articulate short, medium and longer term goals to ensure the next role is serving the right purpose in your medium and longer term plans.
- iii. Gap analysis for each stage of your plan. What you currently know, what you will need to know, how to bridge the knowledge gap... (e.g. Training, Accreditation, apprenticeship, Cadetship, on the job learning and experience in the role or function.)
- iv. Various formats of roles (employee, self-employed, full- time, part-time, volunteer) can be explored.



4. Documents; to provide the evidence of your offer;

- i. Resume(s), several versions may be required as well as 1 pager summaries for networking.
- ii. LinkedIn, must convey your key messages on your Personal Value Proposition.
- iii. Application letters, must be succinct and informative, no waffle.
- iv. Fit to Criteria must concisely convey your relevant experience.

5. Interview skills

- i. Preparation; employer background, current issues and your likely responses to a wide array of questions.
- ii. Practice in responding to various questions.
- iii. Etiquette and communications for face-to-face, video, telephone and pre-recorded video interview techniques.

6. Job search

- i. Advertised
- ii. Not advertised & Networking
- iii. Direct approach
- iv. Self-Promotion

7. Coaching

- i. Through job search phase around meetings, targets, strategy, encouragement and perspective.
- ii. On-Boarding in the new role. Guidance and discussions on settling into and having an impact on the new role and the new organisation.

So... would you benefit from such a service? Only you can judge.

STATEMENT	Score (0 - 10)
I am confident I know what role I am looking for	
I am confident about my Personal Value Proposition	
My resume conveys my skills and successes succinctly and effectively	
I know the key characteristics of the work environment which enable me to thrive and perform well	
I am clear about my aspirations and goals	
I am clear what purpose my next role serves in my career	
I performed very well in my last interview	
I network well and frequently	
I write good job applications	
TOTAL SCORE	

If you score:

- Less than 65; you need the service
- 65-80; you will benefit from the service
- 80+: we can help but if you feel confident in your preparation, we wish you every success in your search.

If you know who you are; others will know who you are.
Opportunities to thrive will then present.