

ELITE SPORT

WHEN THE GLORY IS FADING, WHAT'S NEXT?

NINE LIVES CONSULTING



Career Navigator



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 elements of your personal value proposition are:

- Values
- Personality Profile
- Role
 - Commercial offer
 - Career purpose
 - Style

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's important to note that it's a lot more than just the know-how on playing a particular sport.

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

- Self discipline and planning
- Focus
- Emergency reactions
- Crisis management
- Self-development and self-knowledge
- Autonomy
- Leadership
- Team building and participation
- Culture and change management



You will have developed transferrable soft skills as well, including:

- social interaction in varying circumstances
- problem solving
- work style
- learning style
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A good role, one that allows you to thrive, requires 3 key features to be aligned with your employer, partner or clients.

- **Values:** Your values must align with those displayed by the employer, not those claimed by the employer. Otherwise, you can't 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 identifiable 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

The core elements of your personal value proposition are:

Career possibilities to explore include:

- Employee – full or part time
- Practitioner
- Team Leader
- Manager
- C-Suite Role
- Board Director
- Self-employed
- Proprietor of your own business; a start up or purchase of an existing business
- Advisor
- Coach
- Consultant
- Contractor
- Franchisee
- 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 you can 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 recognising 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

- 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.*
- Personal value Proposition (PVP); preparation and examples to support your claims
- Values, Role, Fit (VRF©); understanding every element and your requirements for each element
- Articulate targets and options in a clear document.
- Gap analysis and plans
- Resume(s); preparation of a several different types, according to your short term goals
- Job Search; understanding all the various channels and how to work each one to find a role.
- Desk research for networking and interview preparation.
- Training and development plan that has been derived from your Gap analysis. This may commence before your job search activities.
- Interview preparation and practice; confidence in what you have to offer and how you express it.
- Conduct the search; concurrently exploring all the job search channels in a planned and systematic way.

Want to know more about the services we offer, how we can help you and our consulting methodology? Please don't hesitate to contact us now.

The information provided in this article is of a general nature only and not intended to be advice