



Where talent meets potential.

MODULES, ABSTRACTS AND LEARNING OUTCOMES

Activate Your Career - Take Control and Design Your Future

Day 1 GAME ON

Module 1 The Foundation of Transition - Analysing and Translating Self

Transition and change is inevitable. Sure, we can resist transition and fight change, but is that approach is known to be unhealthy and does not support growth and development. So, how can we use this thinking and apply it to the employment process.

The first step in any transition or change is to understand current state. By unpacking and identifying current state we can gain insights into what needs to change to achieve transition and the desired future state.

And, the first step in uncovering our current state is to get an insight into self.

In this module you will learn:

- The relevance of personality preference and the power of self-assessment;
- Your personality preferences and how this can help you to live in your strengths;
- How to appreciate others and how diversity can create a powerful differential;
- How to reflect on and analyse previous experiences in order to learn and grow.

Module 2 Communication Masterclass

Being able to communicate verbally and in writing, succinctly and articulately is an imperative skill for the future of work and highly desired by employers. People who can form a narrative, connect the dots, communicating ideas and thinking effectively are noticed, no matter the seniority or level within an organisation. To add, it is absolutely critical to know how to communicate when entering the employment process and transitioning from learning to work. Your ability to communicate effectively can make or break a job interview and your career progression.

In this module you will learn:

- How to communicate effectively in a professional environment and acceptable behaviours that promote ethics;
- The framework to form a thesis, a narrative and a business case and learn how to construct a written report to communicate your ideas;
- How to manage challenging conversations and situations in the workplace with colleagues, senior personnel and customers;
- How to prepare for an interview so that you can confidently articulate your value proposition to your potential employer true to who you are.



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Module 3 Developing a Global Mindset

No longer is it possible to think locally or for that matter nationally and the old adage of think globally and act locally is no longer relevant. Instead the new paradigm is think and act both globally and locally at the same time. A global mindset has been defined as the ability to influence individuals, groups, organizations, and systems that have different intellectual, social, and psychological knowledge or intelligence from your own. So how do we achieve this and why is it relevant? Our world is filled with differences – different cultures, beliefs, values and changing contexts combine together creating complex working environments that are challenging to navigate. To work effectively as a team member and build our careers, understanding the dynamics of unconscious bias, the power of diversity and a willingness to accept difference is essential.

In this module you will learn:

- The meaning of unconscious bias, its relevance and importance to both your personal and professional lives;
- What is your unconscious bias and how to manage unconscious bias;
- Why diversity is so important and how it enables us to make better decisions;
- How to work as an effective member of a team.

Day 2 YOUR FUTURE OF WORK

Module 4 Design Your Thinking - Harnessing Your Entrepreneurial Self

We all have ideas which are born from our unique perspectives, our passions and our aspirations. These ideas are filtered and evaluated by our experiences, our learnings and our natural abilities. Learning the discipline of what Steam Capital calls “academic pragmatism” – that is the ability to bring ideas to life and gain traction - will enable you to capture your thinking, your ideas and your innovations ready for presentation and execution.

In this module you will learn:

- The foundation principles of innovation and strategy;
- How to analyse data sets effectively;
- Frameworks for case analysis and critical thinking;
- How to master computational thinking;
- How to develop a relevant canvas to express your thinking and your ideas in a professional environment.

Module 5 Mind - Body - Performance

Your brain is a mysterious mass of cells, fluids, electrons and hormones. Whilst scientists have uncovered many wonders of the brain, we continue to learn of its immense power and its control governing our bodies and how the brain influences our potential. Your brain continues to grow until you are approximately 27 years old. Use this time to build capacity by understanding how to engage your brain to enable high performance and growth now and beyond the first 27 years.

In this module you will learn:

- How the brain works, and the concepts that underpin almost everything that we do;
- The impact of data on cognitive load, and how that affects decision making and problem solving;
- How our habits dictate our automated responses and how that can affect change initiatives
- Understanding what motivates yourself and others and how that information can be used to drive performance.

Module 6 Working Effectively and Successfully in Teams

In this session, participants receive their MBTI reports. This is followed by time to digest your results with commentary from our MBTI expert facilitator. You will then learn how to use this new information about self and others to realise team effectiveness. Working in teams is one of the most important skills for the future of work. Being able to constructively work in a team creating a positive impact is a sort after skill by employers. By developing expert skill in this discipline, you will earn a reputation as a “team player” while not comprising self. Being true to self yet accepting others, is key to success.

In this module you will learn:

- The key drivers of team effectiveness;
- How to remain true to self, yet an effective team player;
- The importance of acceptance.

Day 3 ACTIVATE YOUR SUCCESS

Module 7 The Three “R”s of Success – Rejection, Response, Resilience

We all get rejected at some point in our lives. It is essential, when navigating the employment process, in a highly competitive market, that we learn to understand the emotional charge we feel when rejected, what is our preferable response and how do we shape that response to build resilience. We all have a very unique way of managing rejection. Learning how you feel when rejected and managing your response will enable you to move beyond feelings of doubt and anxiety and potentially turn rejection into your strategic advantage.

In this module you will learn:



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- How to analyse a rejection;
- How to manage your response;
- How to build resilience;
- How to turn rejection into strategic advantage.

Module 8 The Science and the Art of Building Great Networks

In business having established, trusted and genuine networks for the long term are highly valuable. Although today, with LinkedIn and other various platforms networking has become highly scalable, being able to call on a contact to seek advice, a referral or to initiate a connection is optimal. Expanding your network and being able to get you network to work for you is an essential skill for the future of work.

In this module you will learn:

- The science and the psychology behind forming sustainable, strong networks;
- How to move professional acquaintances from conversational to advocates;
- How to develop a strategic plan that will enable you to grow your network so that it is relevant to your career trajectory.

Module 9 Brand You – Defining and Unlocking Your Potential

One very common element spoken about by career professionals and employers is the concept of personal brand. But what does that mean when you are starting your career? And how necessary is it to have a personal or professional brand. We are not all extroverts who can confidently and sometimes brazenly create instant impact that generates the outcome sought.

In this module we will show the frameworks on how to develop your own brand that reflect who you are and who you aspire to be. Steam Capital advocates individuality and does not agree with brand principles that project you as something different to who you are. Becoming a person you are not, can lead to career choices that do not align with who you really, can put at risk your career aspirations and compromise your values.

In this module you will learn:

- How to define your unique value proposition;
- How to translate your education, your experiences and your potential forming a constructive and genuine narrative that gains traction with employers;
- The importance of remaining true to self;
- How to navigate the employment process and engage confidently operating with strategic intent and purpose.