

Attracting and Retaining Staff

Our L & D Approach to Career Planning



Kathryn Foot
Talent Development Advisor



Dŵr Cymru
Welsh Water

About Me



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COMING SOON

Successful Networking
with Aimee Bateman

Completing Application Forms for Graduate Schemes
with Kalthryn Foot

Interview Masterclass
with Aimee Bateman

■ GROWTH MINDSET

Challenge the beliefs that hold you back, learn from your mistakes. Recognise that you are not at a fixed point, you are expandable, developable and can grow and improve.

■ PERFORM & PLAN

Set goals and outcomes with your line manager and/or mentor. Build it into your PMR. Work towards achieving these every day.

■ SELF PROMOTE

Be confident in shouting about your value, sharing your successes. Work on your job search skills, your negotiation skills, resilience and building your brand online.



■ KNOW YOUR VALUE

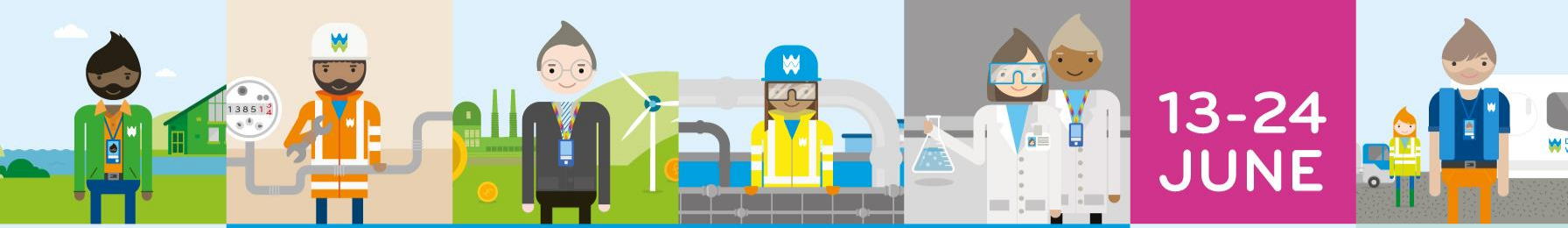
Gain a better understanding of who you are, your purpose, personality, motivators, behaviours and strengths.

■ EXPLORE & DISCOVER

Understand the Dŵr Cymru landscape, the different business areas, opportunities, water industry trends, career options and educational routes.

■ BUILD YOUR NETWORK

Who do you know, who knows you and who do you need to know at Welsh Water. How do you become more visible?



CAREERS

FESTIVAL

your WELSH WATER CAREER

Dŵr Ted Talk with Kath Foot

Kath Foot explains the importance of Career Planning and how to use our Career Planning Model to help you develop your Welsh Water Career

Career Planning Model Self Assessment

Score yourself against each segment: 1 = knowledge is poor and 10 = you are in control

Segment	1	10
KNOW YOUR VALUE	←	→
	I know my purpose, strengths, weaknesses, development areas, career motivators and values	
EXPLORE & DISCOVER	←	→
	I understand the Dŵr Cymru Landscape: the different business areas, career paths, current and future trends	
BUILD YOUR NETWORK	←	→
	My network consists of people who can develop and grow me now and for future roles. I know how to network to become more visible	
SELF PROMOTE	←	→
	I know my strengths, achievements and offer of value. I am able to sell myself. I can have career conversations. I am resilient when needed. I have a visible online presence	
PERFORM & PLAN	←	→
	I can make clear goals and outcomes linked to development and growth. I am taking action towards goals and outcome every day. They form part of PMR and one-to-one discussions	
GROWTH MINDSET	←	→
	I confidently challenge beliefs that hold me back. I can learn from my mistakes. I believe I am expandable and can grow.	

How are your career planning skills?

CAREERS FESTIVAL 13-24 JUNE *your WELSH WATER CAREER*



5 Skills Playlist: Read

Amazing if

Values

Strengths

Confidence

Network

Future



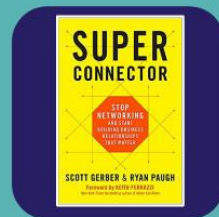
James Clear:
Core Values List



StandOut 2.0: Assess
Your Strengths, Find
Your Edge, Win at Work
Marcus Buckingham



Sabotage: How to
Silence Your Inner Critic
and Get Out of Your
Own Way
Emma Cannon



Super Connector:
Scott Gerber
& Ryan Paugh



Herminia Ibarra:
Thought leader on the
future of work

People Buy People So Who Are You Selling?



Mentoring Panel

Career Conversations

Sam Sloan
Developing a Growth Mindset

Jane Hatton (CEO EvenBreak)
Your Disability is Your Superpower

Build Confidence in Self Promotion

Career Stories

502 attended in total
243 individuals

Post-Event Feedback...

Fresh insights into self evaluation, and techniques to assess your career development that I had not been exposed to. All trainers/leaders of the sessions were knowledgeable and professional

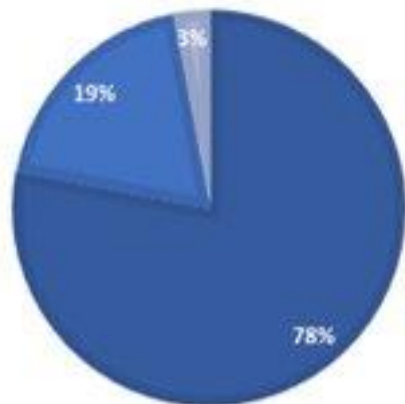
Career conversations were really inspiring and motivating. It was good to hear from colleagues in the business and how they've used opportunities at Welsh Water to get ahead in their career.

The trainers themselves were all amazing and each of the sessions were most informative.

Takeaways from each of the sessions have given me the confidence boost I really needed to start self reflecting in a confident way, enhance my CV using more detailed descriptions and making it more unique to me and allowing me to sell myself in a positive way.

HOW WOULD YOU RATE THE FESTIVAL?

■ EXCELLENT ■ VERY GOOD ■ GOOD



Thoughts on our Career Model?

It's really relevant to colleagues relatively new to the business and those who have been here for decades.....

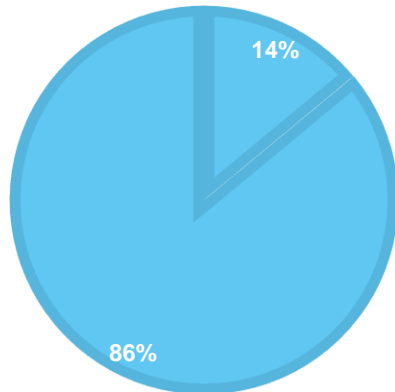
I understand the model in theory, but I feel it would be good if this could be aligned to performance in role/ role progression.

It's basically how to get the most out of your career which I understand a lot more now. For example, I dislike networking but now I see the purpose of it in a more meaningful way and also that self promotion isn't being an overly confident annoyance but you can do it in a better, nicer more tactful way.

I showed this to a student who has just had his chemistry degree and he was impressed with it as they did not have anything like it at university. He said it will help him focus on what he needs to do to aspire.

DO YOU UNDERSTAND THE CAREER MODEL?

■ Unsure ■ Yes ■



As a neuro-divergent individual with ADHD, keeping focussed and following seminars is always a struggle for me. The way Helen delivered the webinar without the use of a presentation and choosing for a more interactive approach by drawing most of the material really connected with me. The abstract approach to the skills shown in the session were unique enough to suggest it was not only ground-breaking, but so different that it's made me want to act upon the methods of improvement shown. I have even started listening to the podcasts and they are just as clear, simple and thought-provoking as the session.

(Squiggly Careers)

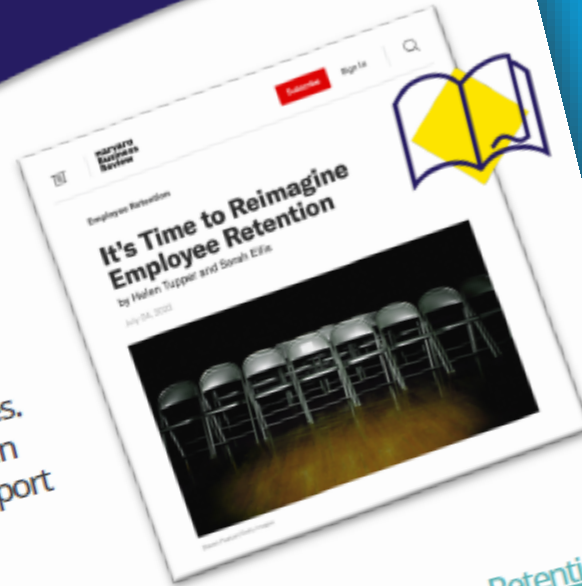


Dŵr Cymru
Welsh Water



Next Steps

Squiggle & Stay Project on a page



The why

Lack of progression is the main reason why people leave roles. The majority (two-thirds) of people don't look internally when they're considering a new role. Awareness, access and support are the top three barriers to people progression.

The what

Squiggle & Stay is a year-long programme designed to support organisations to [Reimagine Retention](#). 12 organisations have signed up to experiment with how they can support employees to progress and develop in different directions.

The how

- ❖ **Innovative Experiments** specifically designed to support your organisation's retention goals.
- ❖ **Borrow Brilliance** from Amazing If and other like-minded learning organisations across the world.
- ❖ **Reputation and Recommendation** as a 'squiggly-first' employer attracting and enabling top talent.



Our Ideas

Squiggly
Career Safaris

Squiggly Job
Specs

Squiggly Swaps

Squiggly
Career
Conversations

Borrowed
Brilliance
Projects

Squiggly
Career
Ambassadors

Squiggly
Shadowing

Squiggly
Career Stories



Any Questions?

