

Transitional Skills

Karen Melonie Gould, MBA, CEO

Gateway2enterprise



+ What do we do

- Gateway2enterprise Provides support and funding to SME's (Small to medium sized business)

We offer a range of other supportive services:

- Alternative Finance Comparison free platform which is without obligation
- Growth Business Mentoring
- Business start up tools – Business Plan etc
- Business Financial Health Checks



+ WorkBiz Academy

- Transitional Skills for Leadership and Management
- Job Clubs Conservative Party – Teresa May UK Home Secretary
- Wrote ‘Get Britain Working’ 2006 Work Club and Business Club 18 Programs
- Supported over 500 into employment and created over 200 businesses start up or growth – new Programs Sep 26 2015 – all done to quality of Mentors
- ILM Level 7 Executive Level – Transitional Skills Unit it follows Transferrable Skills

www.Workbizacademy.co.uk



+ Transitional Skills Leadership & Management

- **It has been a common standard practice within Management and Leadership that when you are looking at increasing the Productivity of your Teams you have to look at their Transferable skills and these are Functional Skill such as, 'gets on well with other members of the team', and 'good communication skills'**
- **In any organisation he is easier to work with someone to promote or lead who has transferable skills than those employees that don't.**
- **Transitional Skills are a new component to Change Management and are used in particular when taking an organisation through Strategic Change. It is the most effective way to promote from within an organisation.**

+ Change Management

- **Transitional Skills** are a new component to **Change Management** and are used in particular when taking an organisation through **Strategic Change**. It is the most effective way to promote from within an organisation.
- If you are looking at **CAREER PROGRESSION** within your organisation or fit into a new organisation or attending an Interview then use this approach:
- **RESEARCH** – your skills – the skills of the team and the culture of the Organisation
- **PLANNING** – within your role develop your role – Appraisal JD
- **LISTENING** – using your Emotional Intelligence to listen to all
- **EMPLOYEE ENGAGEMENT** – work alongside as part of the Team and learn



+ Transferable Skills

You may not be in a role that requires Leadership Skills but if you have identified with your TRANSERABLE SKILLS then you can recognise the above develop the above which then would give you tools to use CHANGE MANAGEMENT SKILLS within an Organisation normally when a Crisis arises and remember what type of Management style you would apply:

- **PREDICTIVE**
- **REACTIVE or a combination of both?**
- **COACHING**

What type of Leader are you?



+ Transitional Coaching to Lead



Some organisations use Transitional Coaching as a method to train new Management to achieve quick results and success and to prepare Managers for Leadership leading to Promotion.

You need to identify with your Transferable skills and that of your Team to navigate your journey and that of your team for the benefit of the organization to achieve greatness!

Each step has to be managed as a Transition as part of your journey – the team – you are all in this together.

As a LEADER you will adapt your skills to acquire new Skills to face the challenges of the Role.

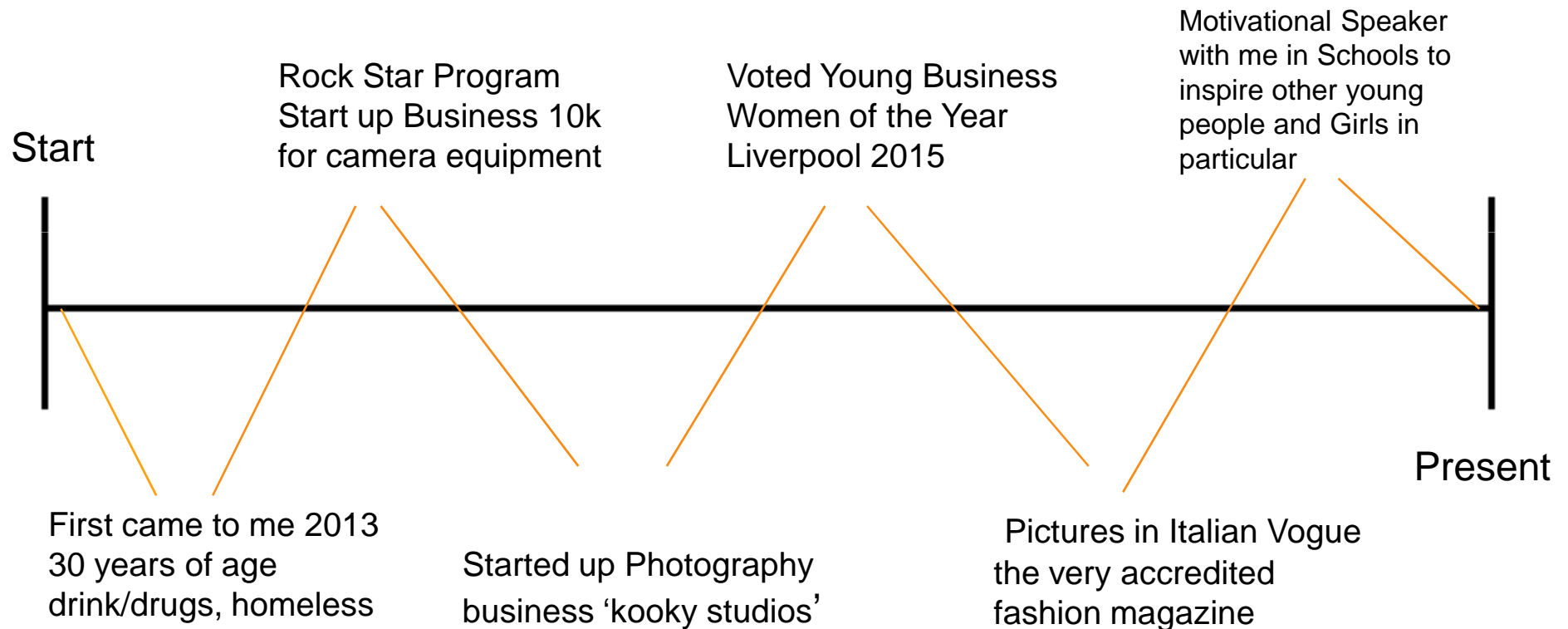
+ Leader or Manager or Both?



- **Reference NHS Search and Selection Leadership and Management**
- *Agility and adaptability are mandatory these days, as leaders prepare, manage, and sometimes reinvent themselves in order to navigate the twists, turns, and transitions they must make.*
- *Can you do both well? Or you better at one?*



+ Kelly Irvine – Vogue Photographer



+ Worlds Most Powerful Women 2015

- The world's most powerful woman, German Chancellor [Angela Merkel](#), has a lot on her mind these days: Mediterranean migrants, Russian sanctions, home-grown spying scandals
- [Hillary Clinton](#) has appeared on this FORBES ranking every year since it launched in 2004 as, in order, a senator, secretary of state and influential personality. In 2015 Clinton is No. 2



+ Conclusion – Contribution to Women in their Life

Not only in Business to support other Women

Politics – Community – Family

Daughter – Friend – Colleague – Sister – Mother –
Grandmother

Balance in life to support other Women to become Women
Warriors

What are you doing to support our journey?

