

6 Sessions

HIPOs

GCC/MENA

Building Career Capital

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Trusted by

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Avg. Rating 4.7
★★★★★

Icons: Laptop with person, Group of people

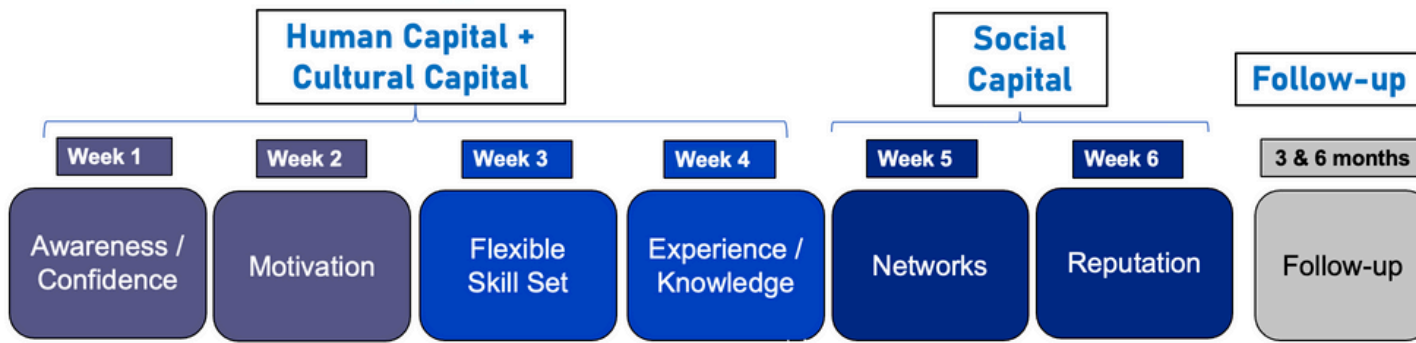
Photo of Shad Rogers, Ed.D

Problem: Organizations are sitting on a goldmine of untapped potential, yet too many employees are waiting—relying on tenure and traditional promotion paths instead of actively building the skills, networks, and experiences that drive long-term success. Without a culture that encourages proactive development, employees risk stagnation, and organizations lose out on high-impact talent.

Root Cause: Careers aren't inherited—they're built, yet, many employees assume that tenure or company-driven promotions will shape their future, leaving their development to chance. Without clear career objectives, strong mentorship, and a culture that rewards learning, employees struggle to stay ahead. This leads to underutilized talent, disengagement, and a weak leadership pipeline, ultimately stalling both individual and organizational progress.

Solution: Building Career Capital

Rooted in Career Capital Theory and tailored for the **GCC workforce**, this **group coaching program** helps professionals take intentional control of their careers. Instead of waiting for opportunities, participants learn how to strategically develop their skills, networks, and experiences to create sustainable success. This program is for individuals who are ready to take ownership of their development, apply these insights to their current roles, and position themselves for future leadership opportunities. By learning what truly drives career growth, participants gain the tools to actively shape their professional trajectory, rather than leaving it to chance.



Career Capital Theory



3 Key Pillars

Know the Why? Understand the drivers behind actions and how to adopt new practices

Know the What? Understand the key of Deliberate Practices to further the development of technical and behavioral skills

Know the Who? Understand how Networks can be intentionally grown to support development

INTERESTED IN BRINGING THIS WORKSHOP TO YOUR ORGANIZATION?

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Desired State: Employees that display Intentionality, Accountability, Agency, Confidence, Adaptability, Flexible skill set, Learning agility, Use of discretionary effort, Self-Aware, Connectors, Good corporate citizens, Learning from experience, Forward looking, and have a strong network to help them accomplish career ambitions.

Target Population

Employees who are looking to take on the next stage of their career. It can be used as a part of an **internal HiPo** or **National development program**.

Program Format

- **In-person (GCC):** Program is delivered to a cohort of 6-8 individuals. Each session is 2 hours a week for 6 weeks (i.e. Each Monday for 6 weeks) with homework assignments intra weeks done in pairs to promote accountability.
- **Virtual (GCC):** Program is delivered to participants that may be in different locations

Use Cases

This is ideal for several use cases. To meet the needs of the cohort, topics are adjusted and scaled up and down as appropriate. Due to the coaching nature, the dialogue is driven by the requirements of the participants ensuring applicability.

HiPo development program: Standalone coaching program for identified cohort of High Potential employees. Once individuals have been identified as HiPo, the need for career management become a key element of performance and success.

National development program: Bolt on to a program where the focus is on technical skills, this is a great complement that sits outside of traditional skill development that is critical in how GCC nationals manage their career.