



# 10 GUIDING PRINCIPLES FOR GOOD PRACTICE

## HOW MANAGERS CAN ENGAGE AND RETAIN STAFF

### **1** Take time to get to know your staff, talk to them and listen to what they are telling you

Get to know your staff to bring out the best in them. The survey highlighted that asking people about their positive and negative career experiences identified many personal experiences that impacted mid-career professionals in a profound way. Asking staff about their hopes and aspirations for their career is a way to connect with and understand, what people are hoping to achieve in their career because work/life balance is a major inhibitor of career advancement and development.

### **3** Develop business savvy skills

Invest and train talented people in innovative work approaches and entrepreneurial skills to help them work in a more business-like manner. Project management approaches enable every assignment to have a project management mindset and professionals learn to work with time and budgetary scope.

Managers who help teams to develop more flexible, business-like ways of working enable their staff to become more engaged with projects and their careers.

### **5** Be the watchdog on work

Give your employees challenging projects but don't overload them.

### **2** Encourage more innovative work approaches

At least 50% of staff who completed the survey want to plan their career to be in control of their destiny. Many of them also have considered the idea of becoming a consultant or entrepreneur. This is positive news for the companies because people's creative aspirations can be harnessed within the company so that employees may become company consultants and experts. This strategy can meet individual needs for networking, relationship building and developing new subject matter knowledge and skills that rail professionals desire.

### **4** Invest in your employees

Talented mid-career professionals are looking for opportunities to network with others, develop contacts and gain new knowledge to keep themselves enthused and their career moving. The survey identified mid-career professionals want to attend networking sessions, conferences, conduct research, write and deliver papers.

Managers can provide teams the task of identifying which events are most suitable and use these events as a reward for good work.

***Attractiveness, Creativity, Performance,  
Responsibility, Openness***

## HOW INDIVIDUALS CAN ENHANCE THEIR CAREER

### **1** Look for opportunities

Plan your career, consider your career options. A career is a changing, life-long journey that may have to alter to fit in with your life. Be prepared to change aspects of your career to meet your life needs. To do this, you will need to pursue life-long learning, self-assessment, and planning so that your skills are up to date and ready to help you move from one stage to the next.

The survey highlighted that many of the rail professionals think about making a move but have been in the same role for up to twenty years. A good strategy is to think about, plan and document the next 12 months of your career in your summer break.

### **3** Hone your talents

Know what your talents are, write your career statement and ensure your Curriculum Vitae is up to date with your recent learning and achievements so that you are ready for the next opportunity. This is equally important for consultants, contractors, and entrepreneurs and should be undertaken every few months. Find a mentor from another industry to bring a different perspective to your career.

### **5** Take time for your personal responsibilities

If you have a family, children or aging parents, both men and women may need to take the time to adjust their career to manage these responsibilities. Seek help from professional staff, a trusted friend or mentor to recover from the psychological pain of traumatic workplace events as the effects may not be recognised at the time.

### **2** Invest in learning

It's your life, and you need to develop the skills that you need to fulfill it. This means taking responsibility to develop your career plan and the learning opportunities you need to fulfill your aspirations. Invest in your learning for a better life. In your yearly career plan, work out what learning experiences you can realistically achieve over the coming months.

### **4** Work on your networks

Get involved in rail networks and other opportunities that will enhance your career. Networks should be mutually beneficial relationships that are built over time for the purpose of exchanging ideas, knowledge, contacts, resources and opportunities. Networks rely on reciprocity so you must be prepared to give something as well as receive benefits from the network.

To give to the network, learn to present and use your talents. By networking, you are continually communicating your value to the world and developing a reputation that could increase the possibility of new career opportunities or business deals. Take opportunities to provide gratuitous contributions to the network, for example, being a guest speaker on a topic. Seek help internally to develop your networks as well as externally.

*The full survey report which was filled in by a total of 351 rail industry participants from over 30 countries worldwide can be obtained by contacting the authors of the survey.*

**Dr. Janene Piip**  
Talent Consultant  
PO Box 2614  
Port Lincoln SA 5606  
Mobile: + 61 (0) 488 428 824  
janenepiip@gmail.com  
www.janenepiip.com.au

**Anuradha Jain**  
Transport and rail consultant  
Consulting Partners St. Gallen  
Kornhausstrasse 3,  
CH-9000 St. Gallen  
Mobile: +41 (0) 79 - 223 26 81  
a.jain@sg-consultingpartners.ch  
www.sg-consultingpartners.ch