



## **Development of the Career Plan (CP50+) Toolkit and the Career Coach Masters Training**

**Tatjana Dragovic, Kurt Andersen**

Glotta Nova (Slovenia), The Open University (UK)

[tatjana@glottanova.si](mailto:tatjana@glottanova.si), [kurt.k.andersen@open.ac.uk](mailto:kurt.k.andersen@open.ac.uk)

The paper accounts for the development of the Career Plan 50+ (CP50+) Toolkit as well as for the design and delivery of the Career Coach Masters Training (CCM) delivered to participants from four European countries. The choice of the content and the structure of both the Toolkit and the training was presented and discussed. The importance of considering career planning for older employees was emphasized and the potential overlappings of age management, knowledge management and career coaching were explored. The CP50+ Toolkit and the Career Coach Masters (CCM) training were developed as part of an EU funded project called "Career Plan 50+" (CP 50+).

Career planning was explored at the organizational level as a stepping stone for improved efficiency, profitability, corporate growth, work commitment and above all utilization and development of talent (Walker, 1973). On the other hand, career planning at individual level may be governed by completely different motives ranging from personal ambitions through living one's own values to personal and professional development. The common pattern, though, on both organizational and individual level is that a consideration of career planning is more prominent at the start (or in the initial phases) of the working period of human beings than towards the end of it. The paper will shed light on career planning for employees after 50 years of age and how a coaching approach as a new 'educational tool' can be a rewarding and innovative approach in working towards achieving personal and professional growth.