



Professional development framework webinar

22 May 2024

 #RCSLTProfDev



Housekeeping

- Justyna Szeller (RCSLT Host) is on hand to help with any **technical queries**; you can get in touch with her via the **chat button**
- You can send in **questions** to our speakers today by using the **Q&A button**
- This event is being recorded and will be made available on the RCSLT website along with the presentation slides



The framework in practice

Dr Stephanie Tempest

Project Lead

Professional Development Framework
(co-creation phase)

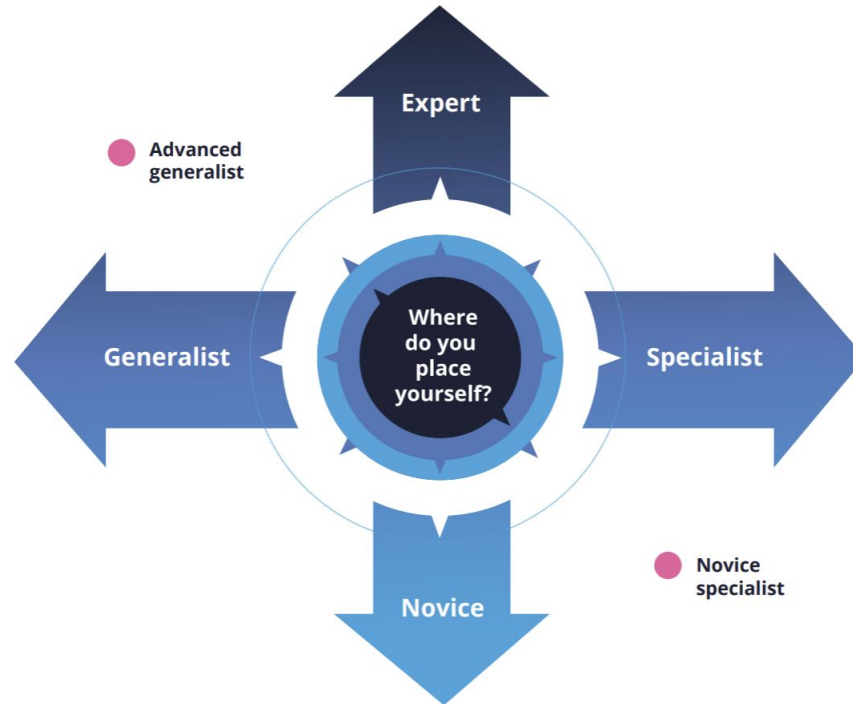
stephanie tempest consultancy limited

 #RCSLTProfDev

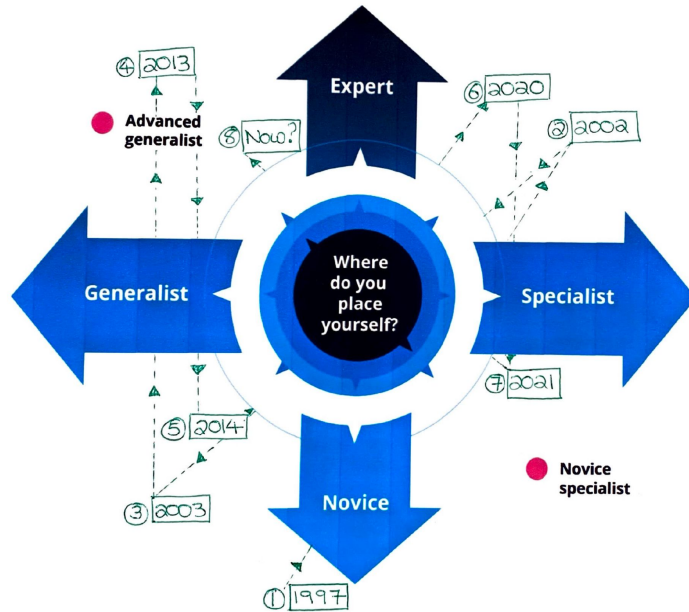


Novice to expert / generalist to specialist

Figure 6: the relationship between level of practice and scope of practice



My career story so far - an example



1. 1997 - NQP
2. Clinical Specialist in Neurosciences
3. New role: Lecturer
4. Experienced academic and researcher
5. New role: RCOT Professional Development Manager
6. Experienced strategic leader
7. New role: Business owner / AHP and L&D consultant
8. Today: sometimes I feel like an expert (and sometimes I don't!)

Time for step away from career ladders



Image from openart.ai

What is growth-based career planning?

A concept to encourage us to explore and legitimise a range of career possibilities to support workforce retention including:

- Vertical moves
- Lateral moves
- Consolidation
- Portfolio career planning



How do we support growth-based career planning?

- Conceptualise careers as individual rivers that contribute to the broader health and care ecosystem.
- Kawa (river) model
 - River flow
 - Riverbanks
 - Rocks
 - Driftwood
 - Spaces



Image from openart.ai

Nature of career development and career progression

“A career ladder creates no value except for the person climbing it, while a career river feeds an entire ecosystem... If you embrace your career as a river instead of a ladder, you're better able to confront the obstacles. I'd rather live in a professional world of rivers, where we all can go with the flow together.”

(Thoreson, 2021)

2.2b The nature of career development and career progression

This section introduces:

- Ideas which may feel like a paradigm shift
- Career development and career progression as two inter-related but different concepts
- The idea that career planning does not always involve promotion-focused moves
- The idea that the concept of a career ladder works for some people but not everyone
- The concept of growth-based career progression
- The idea of viewing your career as a river instead of a ladder
- The Kawa approach as a metaphor for thinking about growth-based career progression

Career development and career progression are two inter-related but different concepts. The HCC requires all registered practitioners to engage in continuing professional career development to maintain safe and effective practice. In contrast, career progression involves making choices and planning moves for the next chapter in individual careers and this will look different for each of us.

Conversations about career progression often focus on promotion-based concepts. A career ladder is deeply entrenched in our thinking, and it is not unusual for career development to focus on what you need to do to get to the next pay band or scale. For some people it is not the only way of viewing progression. And for some, the concept of a career ladder is not applicable.

The Chartered Institute for Personnel and Development (CIPD, 2016) proposes an alternative career ladder that focuses on growth and experience-based career progression. It purely on promotion (locate the CIPD podcasts 'Career pathing: the new path forward' information). In the context of our profession this could mean vertical and/or lateral across the four domains of practice, for example:

- Identifying opportunities to advance our leadership and management, utilising our profession knowledge and skills to move into senior executive board roles
- Diversifying our work through a portfolio career approach or considering secondment opportunities within or beyond our existing employer
- Choosing to stay within an existing role and adding depth and breadth to our own skills within it
- Moving to a different sector for a new opportunity

The Kawa approach has started to gain popularity in conversations about career pathing. Kawa is Japanese for 'river' and this occupational therapy model has been used in the UK since 2006. Some allied health professionals are already using it as individuals, with organisations to support professional and service development.

RCSLT

The river metaphor allows us to explore the idea that career rivers take twists and turns, and we can make choices about the size, shape and direction of where our individual career river flows. It also allows us to acknowledge that our career, as an individual river, is part of a broader ecosystem.

A detailed discussion of the Kawa approach is beyond the scope of this framework, and you are invited to seek online resources on the Kawa model (from 2006 onwards) for more details. In brief, the Kawa approach encourages us to think about five elements to engage in a deeper level of growth-based career conversation.

River flow – Is my career going too fast, or too slow, where has it come from, where would I like the river to flow to? Would I prefer my river to flow into a larger river or maybe a lake or rockpool so I can contain my career in one place? This allows us to think about careers in a more flexible and fluid way and in terms of the past, present and future.

Riverbanks – the environment that individual careers operate in or may want to move into. It allows us to think about what sort of physical, attitudinal and social environments meet our needs, including if we have a preference towards working in multiple environments to design a portfolio career.

Rocks – the blocks that inhibit the flow of our career rivers. This helps us to identify what is holding us back. What can we do to break these rocks? What can we do to go around these rocks, so the river continues to flow, and our careers continue to have fluidity and movement? Who do we need to influence to help remove the rocks?

Driftwood – there are helpful pieces of driftwood (hopefully like this framework!) that can act as rafts to help our career rivers to flow. There can also be pieces that get stuck between the rocks and slow our career progression down. This helps us to identify learning resources and opportunities that we may want to consider.

Spaces – previously unseen opportunities to progress our careers. For example, a portfolio career option, a secondment opportunity, hourly-paid roles within higher education, leadership opportunities. What are these spaces? What is available to help us grow and lead a fulfilled career?

Reflective questions on the nature of career development and career progression

- What images, thoughts and feelings do you have when you think about a career ladder?
- How do you feel about using the Kawa approach when reflecting on your own career progression?
- Read the following quote which is a personal reflection from a journalist: what do you think of it and why? What would you like to do after reading this quote? (And that may include disagreeing with it or working with it)

Using the Professional Development Framework in practice

Career conversations at every stage

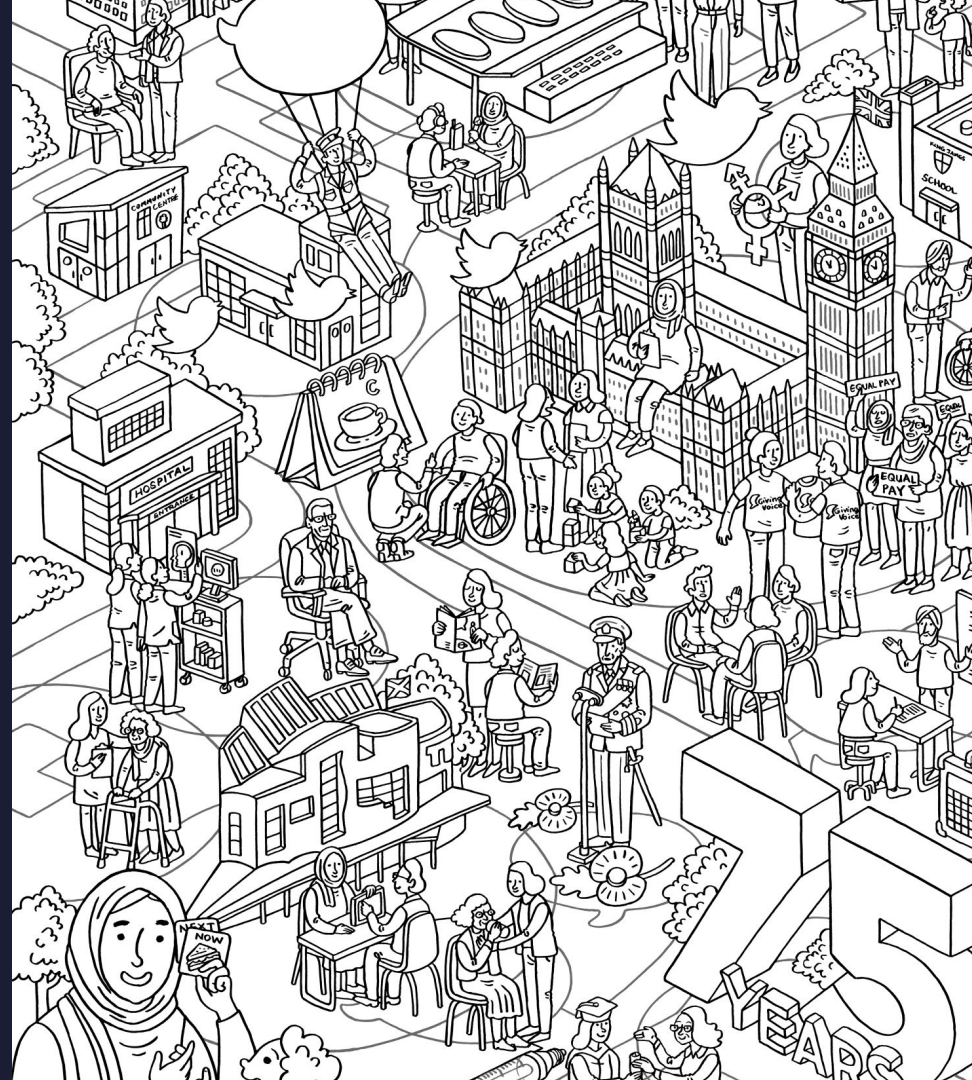
- Pre-registration learners - 2024/25 workstream
- **Newly qualified practitioners - 2024/25 workstream**
- Appraisals / Development Reviews
- Moving sectors / lone working / emerging roles
- Considering areas for your own growth
- At any transitional point in your career



Live learning

Mark Singleton
Learning and Development Manager,
RCSLT

 #RCSLTProfDev





Evaluation



SCAN HERE!





Thank you



www.rcslt.org



@RCSLT



@RCSLT

