

Early Careers – Managing the Change Process



- *Early Careers covers many different programmes*
- *Early Careers defines those starting out in their careers or someone who has had a change of career & retrained.*
- *The current generation in Early Career stage tends to be our GEN Zs*

Gen Z: Born 1997 – 2012

- The perception that Gen Z is lazy is a common stereotype, but it's not accurate. Like any generation, Gen Z has its own unique characteristics and work styles.

Here are a few points to consider:

- *Different Work Styles*
- *Prioritising Work Life Balance*
- *Tech Savviness*
- *Adaptability*
- *Need for Feedback*



Managing Gen Z



Managing Change in Early Career's

- Communication:
 - Explain the change & why.
 - Be clear on how this will impact them.
 - Show them the plan, walk through the timeline.
- Listen
 - To their feedback, their thoughts & ideas .
 - Allow them to feel valued in the process.
- Participate
 - Encourage their participation
- **NEVER ASSUME**





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