

A practitioner perspective on managing groups digitally

Carolyn Parry FRSA, RCDP

CDI Cymru Wales Project Associate

Founder Director and Lead Coach, Career Alchemy

Who am I?



- 17 years in property, international publishing & software (micro/SME/FTSE250)
- 15 years working at Aberystwyth University latterly as Careers Service Deputy Director and on secondment as Institute Director of Student Development and Employability
- Fellow of the HEA and the RSA, AGCAS national trainer in career coaching
- Business awards for Career Alchemy from Prince Charles 2016 and 2019
- CDI UK Careers Adviser/Career Coach of the Year 2017
- Board member/Trustee of Ceredigion Citizens' Advice Bureau & Antur Teifi
- Project funding from HMG Cabinet Office for INSPIRED Teenager through Career Alchemy
- TEDx speaker
- Career Development Institute Lead for Wales since 2017
- Working digitally for 5 years with groups from 3 to 100 delivering webinars through to full courses



ORGANISATIONS WE WORK WITH



Today's themes

1. **Choice of approach**
2. Structure of learning
3. Engaging participants emotionally
4. Helpful digital tools

Choice of approach

- ▶ VLEs for formal learning



- ▶ Informal learning (previously face to face!) :

- Webinars



Google



GoToWebinar



zoom

Using webinars Virtual Career Coaching Circles

- ▶ “A small group of six or so members plus a facilitator who meet approximately once a month over a period of several months or as long as is appropriate to aid development.”
- ▶ Confidential and safe space for exploration and development
- ▶ Cost effective, flexible, scaleable



Virtual Career Coaching Circles

What did you like about the experience?

Mentimeter

Finding out we have similar experiences

Structure, timings

Hearing reflections and questions to dig deeper

Sharing experience...similar to what I've experienced

Hearing people's questions and reflections, visual images

It was supportive and everyone in the circle was open and willing to participate. The case giver has to be very open

Interesting to be able to think of a common coaching situation with fresh eyes and reflect on potential solutions

I liked the opportunity to share my experience with others in a safe environment so that they could provide suggestions of how I can tackle my situation moving forward.

V interesting. Enjoyed hearing the insights/perspectives of others. Learned about McLelland and could take some of the suggestions away for myself.

Hearing reflections and questions

Really good way to listen and share with colleagues. Liked the structure of the coaching.

Useful to see how it is demonstrated. Listening and reflecting



Virtual Career Coaching Circles

What will you do differently now as a result of today?

Mentimeter



Using Slack

Search Career Alchemy CC Skills Cultural A

Career Alchemy ... Carolyn Parry

Get started
Finally: Assemble the team

@ Mentions & reactions
Drafts
Saved items
People
Apps
Files
Show less

Starred

general
inspired-working-lives

Channels +

random
unit1-1

+ Add a channel

Direct mess... +

Slackbot
Carolyn (you)

Confidential

+ Invite people



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- DIGITAL BYTES RECORDINGS
- EXPERT TRAINING ONLINE
- REGIONAL AND OTHER MEETINGS
- STUDENT CONFERENCE 2020
- NATIONAL RESEARCH CONFERENCE 2020: RESOURCES/PP
- CDI NATIONAL CONFERENCE 2019: WORKSHOP RESOURCES/PP
- SCOTLAND
- WALES

This page provides an 'at a glance' overview of our new programme of short digital bytes.

All our digital byte sessions are free to members. Please register your interest for each session so we can send you the joining link. Non-members can also join these sessions by registering and paying online.

If you have ideas for future topics or would like to run a session, please contact Jan.ellis@thecdi.net

How to successfully engage students with their career planning using edtech (Digital Byte) 21/05/2020

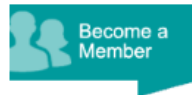
Join this webinar to hear how you can help prepare students for their futures using technology. Given the current climate, remote learning is now playing a more pivotal role in our everyday lives. This webinar will provide 5 key takeaways to show how edtech can facilitate the delivery of high-quality career learning – perhaps more useful now than ever before. It will focus on the general principles of successfully engaging students online which can be adapted to a one-to-one or group guidance setting.

What are hashtags? How to create, find and use them (Digital Byte) 09/06/2020

For a small symbol like this #, hashtags are surprisingly powerful. Yet they can also be pretty confusing. In this Digital Byte session, Ruth Winden will explain what hashtags are, how they work, and how you can use them strategically to build awareness, community and visibility for yourself and your organisation. We will also look at hashtag etiquette, as hashtags don't work the same way on all the familiar social media platforms. And as a bonus, we will reveal the new CDI hashtags that will help you raise your and the CDI's online presence. Join us if you want to look like a hashtag pro!

Make your presentation stand out with Microsoft Sway (Digital Byte) 25/06/2020

If your audience is tired of viewing the same style of PowerPoint slide presentation, take a look at Sway - Microsoft's free online presentation tool. In this webinar we'll look at how easily you can build a compelling presentation using built-in templates and automatic design features or tailor and personalise to create a unique style for your presentation.



Using Facebook

INSPIRED Teenager Plus
Private group

Interacting as Career Alchemy

About
Discussion
Units 4
Announcements
Members
Events
Videos
Photos
Files
Group insights
Watch party
Moderate group
Group quality

Search this group

Shortcuts

- Facing Job Uncertainty ...
- Careers Advice for P... 9
- Career Alchemy 9
- Cwtch Cottage 9
- BAM

Unit 1
Unit 1 - Identity
Effective career choice is based on a strong u...
This unit will help you and your teenager gain...
they have become that person today so they c...
their future path.

1 of 5 posts completed

Hidden for

Like

CDI Career Development Professional Community of Practice
Private group

Carolyn

Write something...

Photo/Video Watch Party Tag friends

NEW ACTIVITY

Dave Cordle shared a link.
Moderator · 16 May at 14:02

My co-moderator Liz Reece and I have noticed a number of themes coming through the posts in this group. We've been discussing them with Jan Ellis, our Chief Executive who is keen to make sure that The CDI serves its members in the best way possible.

One of these is LMI and Jan has told us that June is LMI month at The CDI. Professor Jenny Bimrose and Dr Sally-Anne Barnes are running a free webinar on Monday 8th June, and other events are in the pipeline so keep your eyes on t...

See more

THECDI.NET River

15 5 comments

Like Comment

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StreamYard Sample Stream
Public

Live 12:26

Geige

Making Broadcasts That Stick

Brand color #0000FF

Theme Default

Logo

Overlay

Make Stop Cam Settings Video Source Video Leave Studio

capturing magic moments

Search vid

paralymp... 34:57

MEET THE MODERATORS Julie ... 16 days ago

Meet Steve Keith, Community Ma... 20 days ago

31:25

35:45

Like Comment

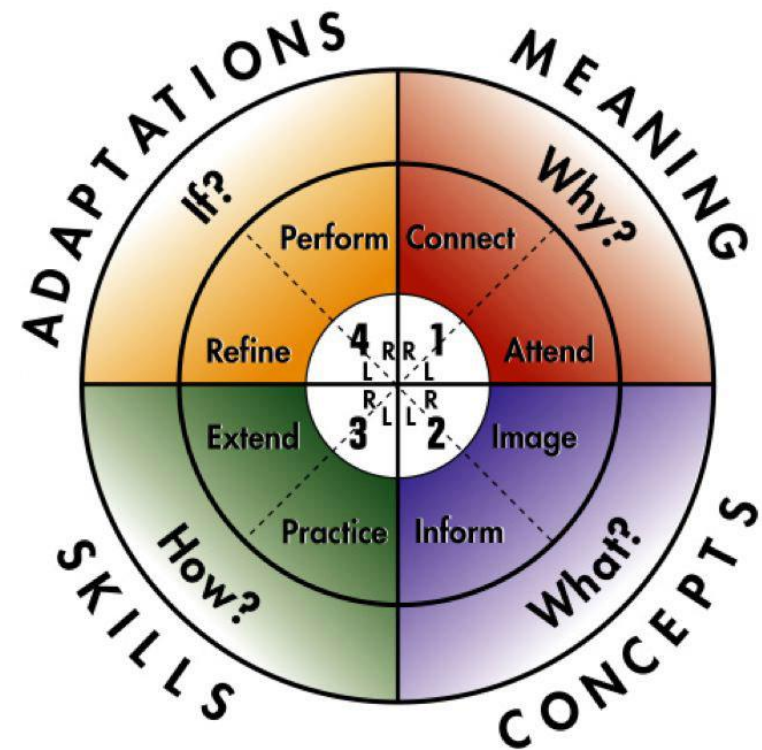
Today's themes

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2. **Structure of learning**
3. Engaging participants emotionally
4. Helpful digital tools

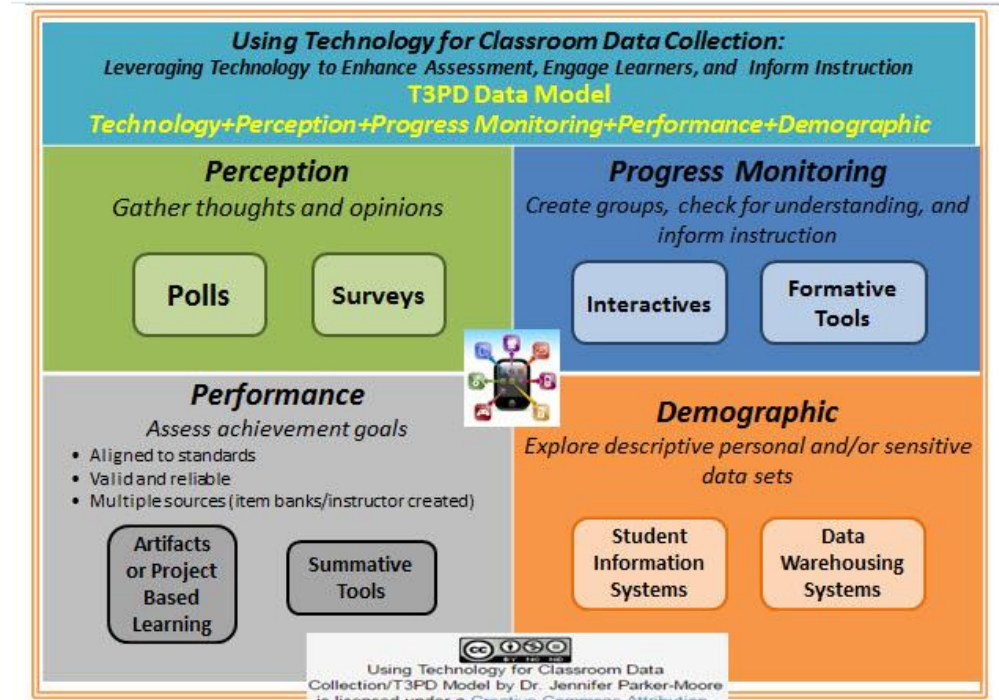
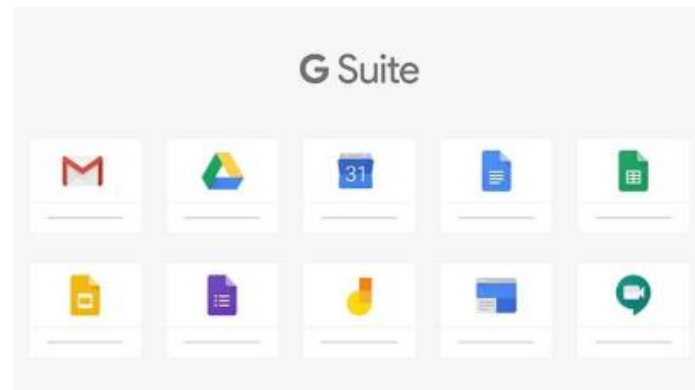
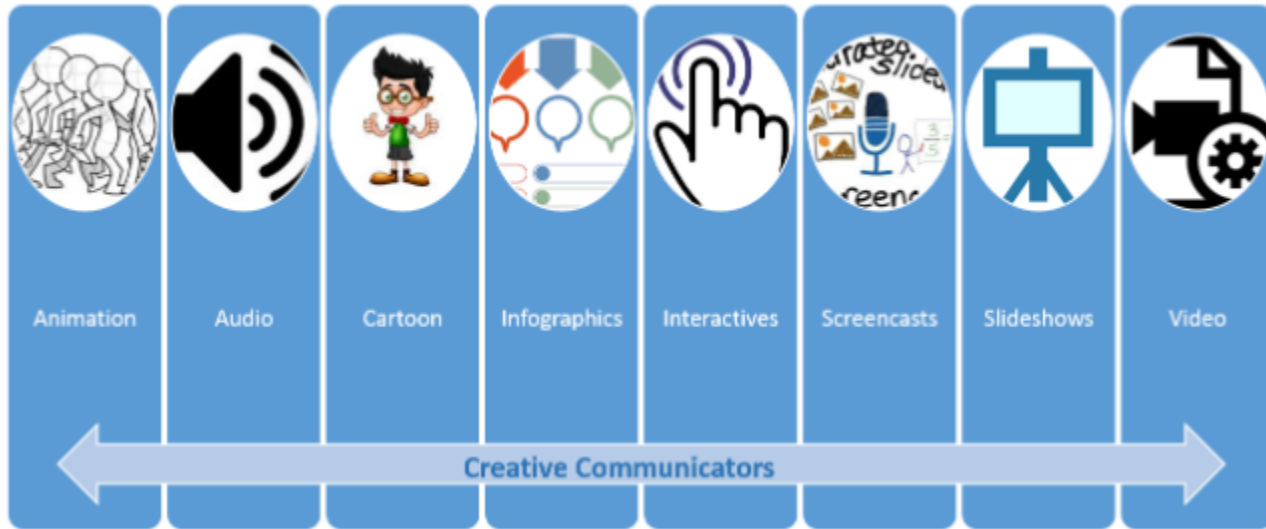
Structure of learning



- ▶ Help them orient themselves in the learning platform
- ▶ Help them to understand the learning journey
- ▶ Bite sized chunks reflecting different learning styles



Structure of learning – digital artefacts



<http://21things4teachers.net/21-Things/17/17-T3PDModel.html>



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Engaging participants emotionally

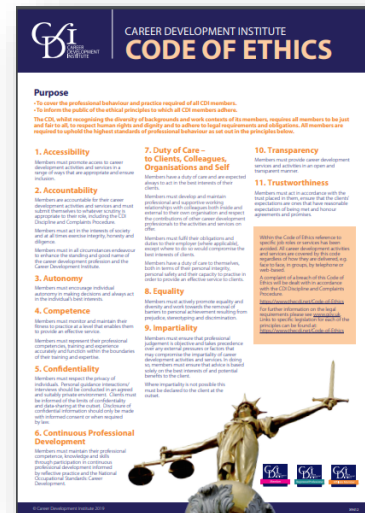


- ▶ Tutor personality crucial in forming the group
 - upbeat, confident with being recorded, coaching style
- ▶ Expecting a good session
- ▶ Good sensory acuity for observing and referencing somatic markers appropriately
- ▶ Advanced listening skills
- ▶ Pacing and energy
- ▶ Engaging visuals

Engaging participants emotionally



- ▶ Creating an effective working alliance (contracting)
- ▶ Feeling safe, respected and heard

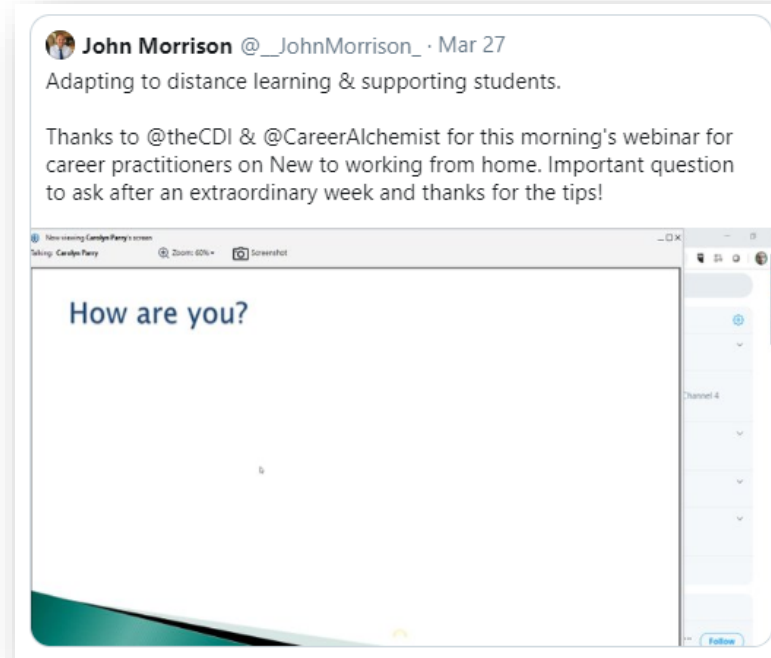


www.thecdi.net/Code-of-Ethics



www.thecdi.net/write/CDI-Position-Paper_on_safe_and_ethical_virtual_meetings.pdf

Checking the emotional weather



What's your form today?

- 10 Lifetime peak form
- 9 Exceptional form
- 8 Very good form
- 7 Good form
- 6 Average form
- 5 Low form
- 4 Very low form
- 3 Extremely low form
- 2 I am struggling and need help
- 1 Crisis, seek help now

<https://inside-out.org/insideoutx/>

www.linkedin.com/pulse/how-you-today-rob-stephenson/

Changing the emotional weather



 **Chris Webb**
Admin · 18 April

My #MagicMomentChallenge entry comes from September 2013, when I was invited by a work colleague to join a charity cycle team undertaking The Way of the Roses cross-country route from Morecambe Bay to Bridlington in order to raise money for the incredible PACT charity (<https://pactfriends.co.uk/> ) - seeing the camaraderie and commitment from all of the individuals involved, many of whom had never done any long-distance cycling before, was genuinely inspiring and the end of the journey, with a swift dip in a freezing North Sea, is a moment I'll savour forever.

Loving everyone else's entries for the #MagicMomentChallenge!



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2 comments Seen by 73

 Like  Comment 

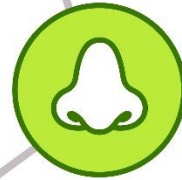
Engaging participants emotionally through use of language

I see what you mean.
It looks good to me.
I get the picture.



I hear you.
It rings a bell.
That clicks.

It feels right to me.
I can't grasp the point.
I catch your drift.



The sweet smell
of success.



I can taste success.

Language that works for all

That makes sense.

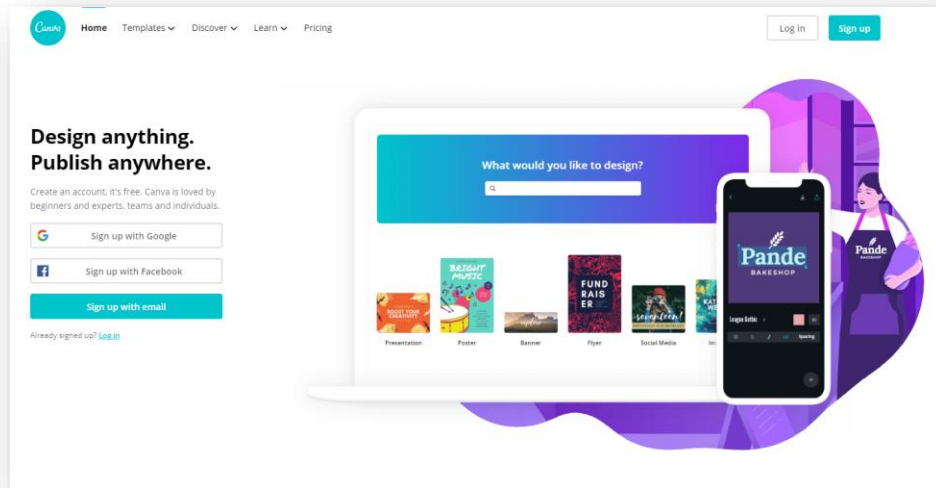
We can proceed with this.

I understand what's needed.

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Other tech tools to explore



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Sign up with Facebook

Sign up with email

Already signed up? Log in

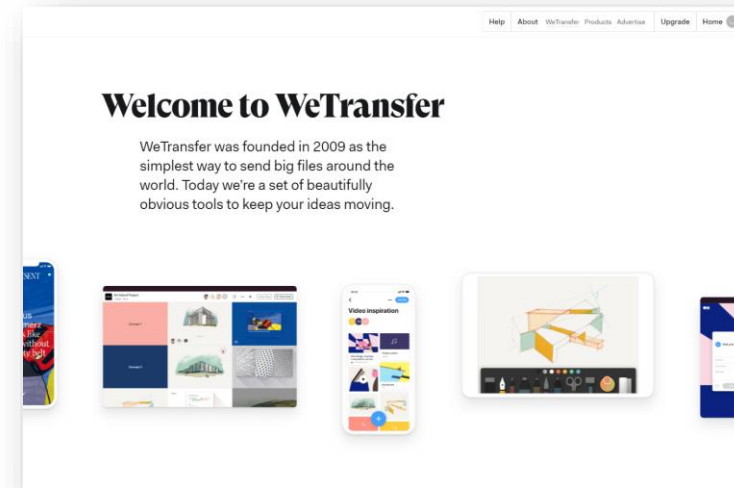
What would you like to design?

925477 MUSIC

FUND RAISER

Presentations Poster Banner Flyer Social Media

Pande BAKESHOP



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MindMup

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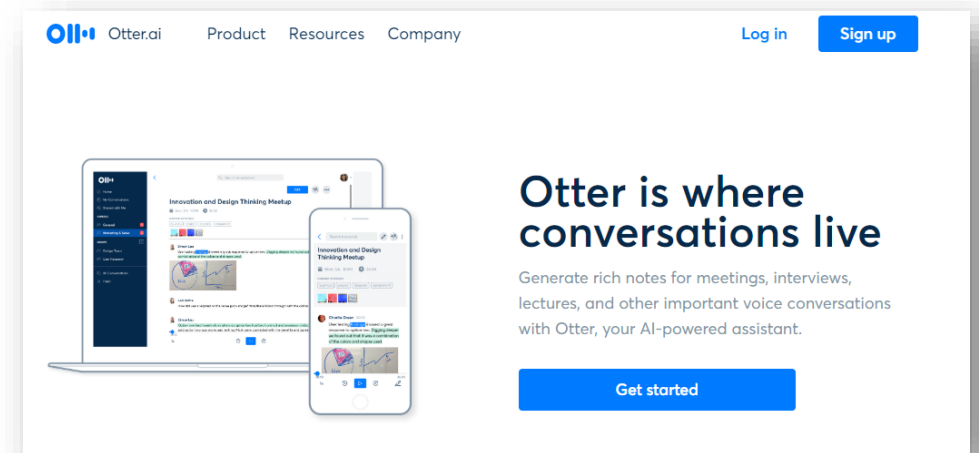
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GET STARTED

MORE INFO

Create and share amazing mind maps

Capture ideas at the speed of thought – using a mind map maker designed to help you focus on your ideas and remove all the distractions while mindmapping.



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Get started

Equipment to consider



Recap: today's themes

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Questions?





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T: @CareerAlchemist

CAREER ALCH Σ MY

Your potential, inspired by purpose

Agenda



- ▶ Welcome, introduction and apologies
- ▶ **The digital needs of career development professionals**
Nicki Moore, Senior Lecturer in Career Development
- ▶ **Delivering digital services to customers: an overview of provision and what we have learned**
Gareth Phillips, Head of Digital and Communications, Careers Wales
- ▶ Break (five minutes)
- ▶ **A practitioner perspective on managing groups digitally**
Carolyn Parry, Project Associate, CDI Wales and Founder, Career Alchemy
- ▶ Discussion: what steps to you need to take to enhance your digital provision?
- ▶ AOB, final thoughts, date of next meeting

What steps do you need to take to enhance your digital provision?

Carolyn Parry FRSA, RCDP
CDI Cymru Wales Project Associate

Discovery through word clouds

Please see separate PDF entitled:
CDI Cymru Wales Forum May 2020 – Enhancing your digital provision Mentimeter Wordclouds





How did you find today?

Go to www.menti.com and use the code 86 52 58

Digital meeting next time?

 Mentimeter



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- ▶ AOB, final thoughts, date of next meeting – Thursday 15th October 9.30 – 11.30 online