Transition Guide Portal
Platform for Career Transitions

Key Points

- Our client has a proprietary, process-driven method to guide/coach executives to go through the process of a career transition.

- This is an intensive process that requires continuous interactions with the coach and his clients. Without a proper software tool, his process was difficult to scale.

- Travancore Analytics team helped him to get his process implemented on a platform (Transition Guidance Portal).

- The portal automates various steps and facilitates collaboration between the coach and the clients.

- The portal supports video and audio contents to help various sessions.

- It supports chat messages to facilitate easy interactions with the coaches.

- Supports multiple coaches under a master coach

Benefits to the customer

- A convenient portal with an easy to use interface that can be used by multiple clients

- The customer was able to scale his business with more coaches and more clients.

- Provision for video and audio contents considerably increased the effectiveness of the process.

- The portal can be hosted on cloud on multi-tenant mode to support franchisees as well.

Problem Statement

Making a career change is not an easy choice, especially during midlife. Quite often, after completing many years in a career, many corporate professionals look for a change unaware and confused to select which way.

Our customer, who was a senior Vice President for HR in a Fortune 500 firm, has studied this in depth. He developed a very specific, proprietary, process-driven methodology to mentor executives to go through such career transitions. He chose coaching as his profession and helped quite a handful of executives make the right transitions through his process.

The process is an intense one that goes through various sessions. It requires close interaction between the coach and his clients on a regular basis. This limited the scalability of our customer's business. He was looking for a solution that could automate the process, could facilitate frequent interactions and was scalable to handle multiple clients at the same time.

The Solution

Travancore Analytics team members worked with the customer to understand the mentoring process in detail and developed an online Transition Guidance Portal to facilitate it.

The Portal offers various exercise sessions in the process as a sequence of steps. During each exercise, the client can provide the required inputs that his/her coach can review and comment back.

The portal enables the coach to handle multiple clients at the same time. It can also support a master coach under whom multiple coaches can work. This helped our customer to create a network of coaches.

The portal supports adding video and audio contents to help various sessions. It supports chat messages to facilitate easy interactions with the coaches.
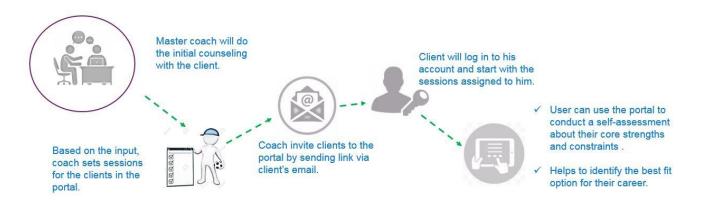
Transition Guidance Portal

Transition Guidance Portal facilitates coaching of corporate executives leaving corporate life to retire, semi-retire or pursue other opportunities. It also helps professionals who are looking for a career change due to lack of interest or for having trouble understanding their real area of interest.

The client is taken through a series of exercises. These exercises are so designed to help the clients discover their own strengths, values and passions. During the exercises, they can directly interact with the coach via sms or chats.

At the end of the sessions, the tool helps the executive and the coach jointly arrive at a portfolio of different opportunities and activities. The portfolios are ranked in the order that gives best possible personal satisfaction for the client.

The system is scalable with a master coach, multiple coaches and multiple clients under each coach.

How does the work flow go?

Technologies

C#.Net, MVC4, AngularJS, MYSQL

Conclusion

We helped our customer to scale his business by developing a convenient and easy to use portal for his clients. Both the customer and his clients were benefitted from the system that TA developed for them.

About TeamTA

Travancore Analytics is a passionate team of software professionals offering innovative information technology solutions. Our business focus is to exceed the customer expectation, by design. We have always been enthusiastic in understanding the problem and providing effective solutions to address customer's business priorities.

TA is small enough to be nimble and large enough to be stable.

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