

The outcomes and experiences of the workshops will be integrated during the final session of the conference. The programme allows for and aims to stimulate discussion and interaction between participants. For registration and more information: please check out our websites at www.nsvp.nl or www.accr.nl

Registration

Please register by filling in the registration form at www.nsvp.nl. Number of participants is restricted. The registration fee will be 225 euro per person, members of NFMD, NIP, NVP, and NOLOC pay a reduced fee of 175 euro, PhD Students pay 50 euro.

Questions and suggestions may be addressed to the conference organizer:

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This conference programme was prepared in cooperation with NFMD, NVP, NIP, NOLOC, NOBOL, AWWN.

invitation march 12th 2008



Career Patterns Metaphors and Life Stages

2nd International Conference
on Careers Research and Practice
(ICCRP 2008)

Royal Tropical Institute (KIT), Amsterdam
The Netherlands

Nederlandse Stichting voor Psychotechniek (NSvP)



Career patterns in the global economy vary widely across organizations and professions, and are no longer linear by definition. Individual competencies, preferences, and life stages have a strong influence on career development. On top of these variations, careers researchers and practitioners, as professionals and individuals, have their own personal lens through which they look at careers. Each lens or metaphor reveals a specific truth about careers, but none of them gives the whole picture. Because of these differences in metaphors and variety in patterns, an integrated understanding of careers is difficult to obtain. We aim to further this understanding by relating career metaphors to life stages, through facilitating an interdisciplinary dialogue between practitioners and researchers interested in careers.

The Amsterdam Center for Career Research (ACCR VU University Amsterdam) and the Dutch Foundation for Psychotechnique (NSvP) are inviting career scholars and practitioners for the 2nd International Conference on Careers Research and Practice "Career Patterns: Metaphors and Life Stages". The programme includes keynote lectures by international experts on careers in organizations. We offer 6 parallel workshops to choose from that use metaphors as a starting point, and relate career development and patterns to life stages and organizational settings.

Keynote lectures

- | **Kerr Inkson**, Honorary Adjunct Professor, Department of Strategy and Human Resource Management, Waikato Management School, University of Waikato, New Zealand. In his book "Understanding Careers: The Metaphors of Working Lives" (Sage publications, 2006), Kerr Inkson develops a unique framework of nine metaphors to describe careers.
- | **Radboud van Hal**, Manager Recruitment & Talent Development, and **Peter de Rooij**, Manager Compensation & Benefits at international insurance company Achmea will introduce the ins and outs of Achmea's award winning HR policies and their consequences for careers. Special focus will be on Achmea's **life stage aware diversity policy**, which includes flexible arrangements for working parents, ways to engage an aging workforce, and a trainee programme for generation Y recruits.

Programme march 12th 2008

10.30	Arrival
11.00	Welcome & opening
11.15	Keynote lecture: "Using metaphor to understand careers" by K. Inkson
12.15	Break - lunch
13.15	Keynote lecture: "Life stage aware diversity policies at Achmea" by R. van Hal and P. de Rooij
14.00	Break - tea
14.30	Workshops
16.00	Conclusion & Reception

Workshops

During the second part of the conference, all participants will be invited to actively participate in one of six workshops, which will be facilitated by a combination of career scholars and practitioners:

- Workshop 1** Svetlana Khapova & Claudia van der Heijde, ACCR (practitioner to be announced). **Employability vs Retention in the War for Talent**. In this workshop we will address the tension between strategic HRM policies that facilitate career development and employability, and current retention policies. Resolving this tension may require expanding one's definition of talent.
- Workshop 2** Josje Dijkers, ACCR & Jan Schaapsmeeders, Qidos. **Kaleidoscope Careers: Life Stages and Work-family Balance**. In this workshop we explore the associations between work-family balance, and career advancement in dual-earner families. Do these relationships vary per life stage? And does the concept of kaleidoscope careers encompass a solution?
- Workshop 3** Michiel Schoemaker, Radboud U & TwynstraGudde, & Pascale Peters, RU. **Careers as Encounters - Networking in Network Organizations**. In this workshop we will interactively address consequences for careers of new forms of organizing, in which networking plays a central role.
- Workshop 4** Dorien Kooij, Matthijs Bal, ACCR & Lars Doyer (AWVN). **'The older worker?' A workshop on Stereotyping and Prejudice**. Most stereotypes of older workers are based on unconfirmed prejudice only. This workshop addresses these stereotypical notions, and whether they are (dis)confirmed by empirical evidence, by using an interactive and mind provoking game.
- Workshop 5** Paul Jansen, Claartje Vinkenburg, ACCR & Oscar de Lint, Ebbinge & Company. **Managerial careers in the Arena: Winner takes all or Biting the dust?** The decision making process surrounding top management selection remains largely uncharted territory. In this workshop we will explore the consequences of the arena metaphor for top managers' selection and careers.
- Workshop 6** **Masterclass Kerr Inkson**: In his theoretical model, Professor Inkson distinguishes between nine key metaphors for career: The career as inheritance, construction, cycle, matching, journey, encounters and relationships, roles, resource, and story. These metaphors act as frameworks for career theory, and each presents specific career issues. Participants of the masterclass will be invited to explore their own career metaphors, and to extend their vision of careers through the use of metaphors.