



## ISC CAREER PATHWAY

ELEVATE YOUR PROFESSIONAL  
DEVELOPMENT

**ISC**  
GROUP

# START YOUR JOURNEY TODAY

Welcome to the ISC Group 12-month career pathway. This series of sessions helps you make the most of your Personal Development Plan, as part of your membership with ISC Group.

Guided by high-profile facilitators and coaches, you'll move through a clear six-step process that helps you identify your goals, take action towards achieving them and find your inner compass.

The program consists of five core sessions, offered three times per year. You can join at any stage and take the sessions in any order. You're also welcome to retake sessions, allowing you to continuously refine your Professional Development Plan and shape it into a practical, motivating roadmap for your growth.

The collage includes:

- A purple header bar with the text "FISC GROUP" and "THE PROFESSIONAL DEVELOPMENT PLAN 2026".
- A photo of a woman with glasses and a polka-dot shirt writing in a notebook.
- A purple sidebar with the text "YOUR MEMBERSHIP".
- A purple callout box with a location pin icon and the text "PROFESSIONAL DEVELOPMENT AND YOUR ISC MEMBERSHIP".
- A purple callout box with the text "What are My Goals for 2025?", "Trace your path", "Raise your profile", and "Take action". It also includes a note: "Please note there is more detailed info on smart goals on page 11".
- A purple callout box with the text "What do I hope to gain from my membership?".
- A vertical purple bar on the right with the text "YOUR MEMBERSHIP".

# ISC 12-MONTH CAREER PATHWAY



# SESSION 1 : Strategic Networking, for Connection and Career Growth

This interactive session, delivered by Rita Jupe, Principal of The Jupe Group, a facilitation, leadership coaching, and organization development consultancy, provides a practical framework for understanding, practicing, and improving your networking skills.

Moving beyond the clichés of business cards and receptions, we explore how to create genuine, mutually beneficial connections that support your professional journey.

Through guided reflections, polls, and structured exercises, you'll learn how to set a clear networking strategy, reconnect with dormant ties, craft effective messages, and confidently approach new contacts.

This session directly supports the Networking pages of your Professional Development Plan (PDP) workbook (P9 to 12), helping you document your current practices, identify growth opportunities, and design a personalised networking plan you can put into action right away.



**The Facilitator**  
**Rita Jupe**  
**Founder, The Jupe Group**

Rita Jupe is founder and principal of The Jupe Group. A former strategic communication adviser at the World Bank and producer at CNN, she partners with executives and emerging leaders to navigate change, strengthen performance, and build effective networks. Rita is a certified professional coach and ISC Group ambassador, supporting women in insurance. She holds a Master's in Science in Foreign Service, with distinction, from Georgetown University.

# SESSION 2 : 5 Tips to Turn Self-Assessment into Goal Achievement

Do you ever set goals at the start of the year only to feel stuck or lose momentum a few months later? What if you could transform your self-assessment into a roadmap that actually works?

This session is designed to help you move from reflection to real progress in 2026.

We're excited to welcome Courtney Addy, Founder & Principal Coach at The Beacon Collective, who will guide you through practical strategies to align your self-awareness with actionable steps that fuel both personal and professional development.

The session will cover sections P4 to P8 and P15 of your Personal Development Plan.



**The Facilitator**  
**Courtney Addy**  
**Founder, Principal Coach at**  
**The Beacon Collective**

Courtney Addy is a certified executive coach, facilitator, and experiential designer dedicated to helping leaders make conscious, values-driven decisions. Drawing on more than 20 years in high-profile executive roles, Courtney integrates leadership development, Human Design, and holistic wellbeing practices to guide individuals and teams toward clarity, alignment, and authentic impact.

## SESSION 3 : Mentoring That Moves The Needle

Mentoring isn't just about support—it's one of the most effective tools for succession planning, inclusion, innovation, promotion, and retention!

This engaging session is facilitated by Christian Harvey, a Freelance Business Trainer & Consultant with The Training Journey who specializes in mentoring and leadership development.

This is not a lecture—it's a dynamic, interactive workshop designed to get you thinking, talking, and connecting. Through breakout rooms, group discussions, and real-life case studies, you'll explore four distinct mentoring frameworks: Strategic Mentoring, Career-Specific Mentoring, Peer-Based Mentoring, and Reverse Mentoring.

Every participant's voice matters—your presence is highly valuable to the conversation and to shaping the collective learning. The session will guide you through P13 of your Personal Development Plan (PDP).



**The Facilitator**

**Christian Harvey**  
**Business Trainer & Consultant**  
**The Training Journey**

Christian Harvey is the founder of The Training Journey, dedicated to helping individuals and teams grow, succeed, and make a lasting impact. With over 16 years of experience in learning solutions, leadership training, talent development, coaching, and mentoring, Christian specialises in transforming mindsets, skills, and workplace cultures. Passionate about collaborating with employees, managers, and industry leaders, he focuses on creating meaningful change for both people and business success.

# SESSION 4 : Building Your Personal Advisory Board

In today's complex and fast-moving workplace, no one succeeds alone. Building a Personal Advisory Board gives you access to sponsors, mentors, peers, and allies who can provide the advocacy, wisdom, and accountability you need to grow.

In this interactive session, you'll learn how to design your own board by clarifying the support you need most, identifying gaps in your network, and creating a practical plan to engage the right people with intention and reciprocity.



**The Facilitator**  
**Roz Hobley**  
**Performance and Leadership Coach, Wakeman and Wright**

Roz Hobley is a Senior Leadership Consultant at Wakeman and Wright Group, helping leaders and teams build confidence, step into their strengths, and overcome their biggest challenges. She specialises in communication and relationships—the foundations of high-performing teams—and, as a 2024 National Coaching Awards finalist, brings energy, positivity, and an unwavering commitment to helping others reach the next level.

# SESSION 5 : Thriving Personally & Driving Workplace Culture

How can you cultivate resilience, set compassionate boundaries, foster collective wellbeing, and inspire cultural change in both your professional and personal life?

This interactive session, facilitated by Meghan Walsh – Empowered Leadership Coach, Bestselling Author, and Workshop Facilitator, is designed to help you reconnect with your wellbeing, explore empowered leadership, and strengthen both personal and collective resilience.

Through engaging exercises, thoughtful discussions, and practical strategies, you'll leave inspired and equipped to foster balance, set compassionate boundaries, and drive culture change—regardless of your position or role. This session will help you fill P14 and P16 to P18 of the Personal Development Plan.



**The Facilitator**  
**Meghan Walsh**  
**Empowered Leadership Coach |**  
**Bestselling Author |**  
**Workshop Facilitator**

Meghan Walsh is a best-selling author, leadership coach, and educator with over 18 years of experience in marketing, communications, and leadership development. She combines strategic expertise with intuitive guidance—drawing on positive psychology, energy work, and personal transformation practices—to help professionals cultivate confidence, authenticity, and purpose while thriving in their careers and personal lives.



## Corporate Partnership

Speak to the team about how to accelerate your female employees professional development as an ISC Corporate Partner



**Ayes Amewudah**

UK & Europe Client Director

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