








Member of    

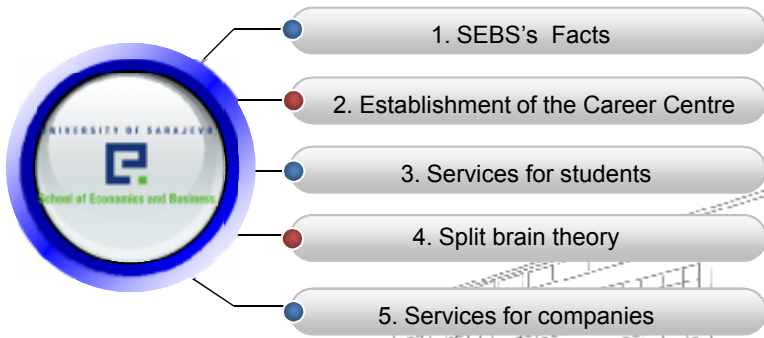
Best Practices in Career Guidance and Career Counseling

Selma Kadić





 Conference: Linking Higher Education and Economy, Vienna, July 2010

 **Agenda**





1. SEBS's Facts
2. Establishment of the Career Centre
3. Services for students
4. Split brain theory
5. Services for companies

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Herzegovina.
and **Bosnia**
in institution
the oldest economy & business
in Sarajevo
School of Economics and Business





10bcc  10 years of excellence

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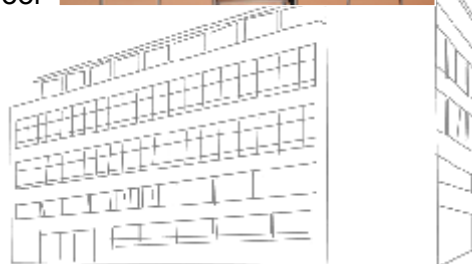
1. SEBS's facts

- Business unit of the University of Sarajevo, established in 1952
- The Mission:
 - Generate and spread knowledge in the fields of the **economic and business sciences**, and to develop highly educated and creative professionals capable of responding to the requirements of a dynamic business and social environment.
- Number of students:
 - I Cycle: 5.000 (Sarajevo i Goražde)
 - II Cycle: 700 (Master programs)
 - III Cycle: 40

Programs: “3+2+3” Concept

- First Cycle Programs
 - Economics
 - Management
 - Applied Business
 - Sarajevo Business School
- Master programs
 - EFSA Master program
 - Cooperation programs
- PhD program
 - Bolonja PhD program



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Centers and Support

- Center for Teaching Staff Development
- Center for International Cooperation
- Library
- Career Center
- Quality and HRM Office
- Public Relations Office
- Support:
 - Admission Office
 - Accountancy Office
 - Legal Issues Office
 - Publishing



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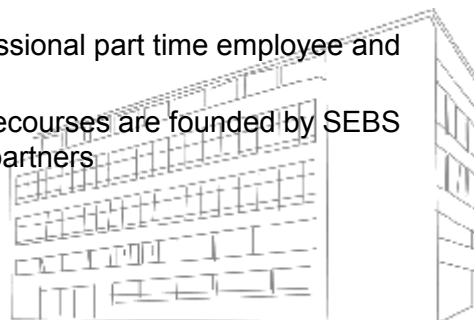






2. Establishment of the Career Centre

- The Career Center established in 2005 with the objective of providing additional counseling and educational support to students in their career development.
- SEBS was the first educational institution in B&H with this type of center
- Career Center has one professional part time employee and 10 students – volunteers
- It is nonprofit centre and all recourses are founded by SEBS or donations from profitable partners



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3. Services for students


- Familiarization of the first-year students with the structure and mode of School's organization,
- Student mentorship – instructions,
- Additional educational support,
- Informing on scholarship, internship and employment opportunities,
- Maintaining Dean's list,
- Career coaching,
- Professional development,
- Linking students with economy,
- Internship
- ... etc




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Our students have the possibility:
To receive the acknowledgment for their work and effort!



"The Dean's List" is list
of the very best students (average grade above 9.0)

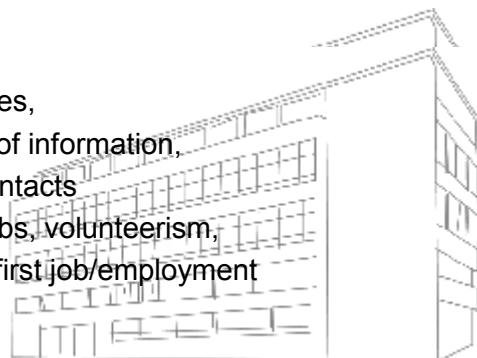



Career Coaching

- Assistance in preparation of documents required to apply for a job:
 - Application,
 - CV or Résumé,
 - Cover Letter.
- Preparation for job interview:
 - Defining its own possibilities,
 - Researching the sources of information,
 - Building the network of contacts
- Familiarization with certain jobs, volunteerism,
- Providing information on the first job/employment



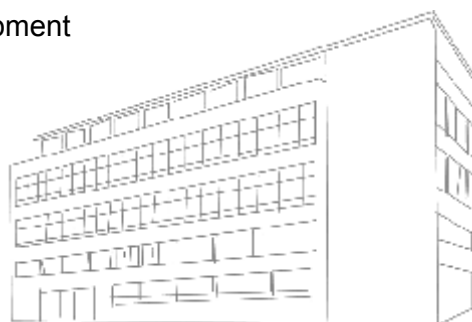
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Professional development

- Undergraduate Counseling
- Postgraduate Counseling
- Employment test
- Psychological test
- Career Planning and Development
- Creative Problem Solving
- On-campus interviews



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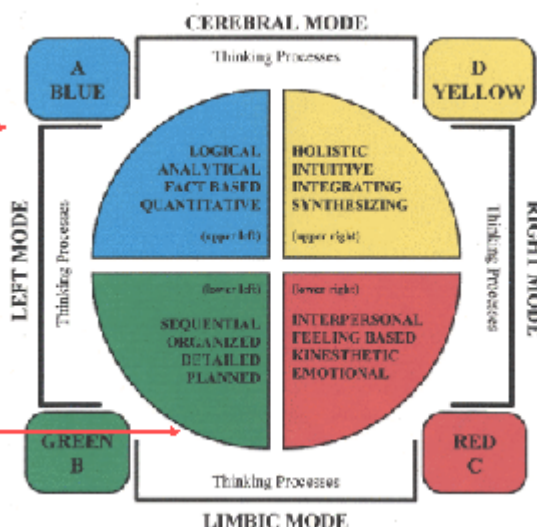
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4. Split Brain Theory

Left brain - prefers concise, efficient processes
 Right brain - prefers intuitive and perceptive thinking

Adds "Cerebral" – cognitive & reflective preferring thinking in conceptual models
 "Limbic" – grounded, emotional and instinctive preferring "gut" approach



Best Practices in



A quadrant -BLUE

Are	Logical, analytical, technical, factual
Enjoy	Analyzing complex situations and solving technical, mathematical problems
Problem Solving	Approached in a logical rational manner
Overlook	Emotional & interpersonal aspects
Don't like	Icebreakers, socializing in meetings
Frustrated by	Ambiguity, people who don't get enough facts, slow thinkers
Their challenge	Embrace ambiguity and turn it into an opportunity

Examples : Engineers, Newton, Scientists

Dress : Aims to strike a balance between wearing the right thing and spending the least possible time on the matter

Money : Handles well. Plans how to earn more from it!

Car : Wants power & precision handling



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A quadrant -GREEN

Are	Sequential, conservative, controlled
Enjoy	Organising, planning, following through to completion and hitting deadlines
Problem Solving	Approached in a step-by-step manner
Have difficulty	Seeing the big picture, doing blue-sky thinking, accepting innovative ideas
Frustrated by	Those who work in a non-sequential way, bend rules ignore policies/procedures
Their challenge	Be able to focus on the long term and be more comfortable taking risk

Examples : Maggie Thatcher, Administrators

Dress: Will spare no effort to be sure every detail is correct

Money: Values it & knows where every penny goes

Car: Interested in safety and durability



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A quadrant -RED

Are	Expressive, supportive, sensitive
Enjoy	Interpersonal aspects, team building activities, interacting on a personal level
Good at	Developing & expressing ideas, understanding climate of work groups
Problem solving	Approached in an Intuitive manner - using feelings not data
Frustrated by	People who place logic above feelings
Their challenge	To have the courage to confront reality and act even if unpleasant/unpopular

Examples: Mother Theresa, Princess Diana, Martin Luther King, Gandhi
 Dress: Color is important and needs to be comfortable
 Money: Handles erratically and with difficulty
 Car: Feel & comfort is vital as its "loving" it



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A quadrant -YELLOW

Are	Artistic, holistic, developmental, ideas
Enjoy	Conceptualising, Synthesizing, Creating
Good at	Exploring possibilities, innovating, seeing the Big Picture
Bored by	Ordinary thinking, routine meetings
Problem solving	Approached in experimental intuitive manner
Frustrated by	Details, people who are conservative, safe keepers
Their challenge	Invest the time and effort to develop a detailed, "teachable" point of view

Examples : Picasso, Einstein, Churchill, Mozart
 Dress: Highly individualistic
 Money: Simply a means to an end leaves it to someone else to sort. Love spending it !
 Car: Needs to fit the dream, looks at the aesthetic qualities

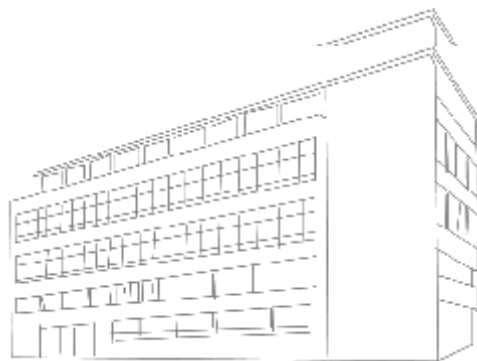


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Linking students with economy

- Career Start Up (ex. Career Days)
- Mission: enable student to connect with the potential employers.
- Students are given an opportunity to have immediate contact with the employers.



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srijeda, 22. april

11:00
Gostujući predavač - Svetlana Čerčić - Amfiteatar Zvečevo

13:00
Gostujući predavač - Amfiteatar Zvečevo

četvrtak, 23. april

10:00 – 17:00
Bezaznalo - Aula Ekonomskog fakulteta

11:00
Prezentacija Ljetne škole u Zagrebu (prof. dr. Ksenija Dumičić, Zrinka Udiljak Sugarmovski) - sala 5

12:00
Prezentacija suštinskih promjena u okviru programa AEFSEC-a - Sala za sjednice

13:00
Prezentacija UniCredit postdiplomskog studija - Sala za sjednice

14:00
Prezentacija kompanije Boonvillek d.o.o. - Sala za sjednice

15:00 – Prezentacija programa izuzetne studenata JOSZEP (Marta Brunhofer i Irena Schwarzenfeld) - Sala 5

16:00
IASC Rating Star program „MAYREIT YOURSELF“ - Sala 5

22. i 23. april
Ekonomski fakultet u Sarajevu

career days 2009

Pronađi svoj put!

Zvečevo 1921

Red Bull

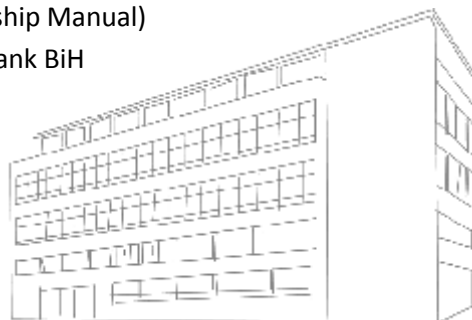
Center za razvoj karijere studenata
Ekonomski fakultet u Sarajevu - Trg oslobođenja - Mj. borbunović 1
e-mail: karijera.studenata@efa.unsa.ba | www.efa.unsa.ba/career

Career Center



Internship

- Compulsory for all students after 120 ECTS obtained
- 20 working day
- Carrying 4 ECTS
- Students prepare a report on the internship according to a previously defined form (Internship Manual)
- Most internships in Raiffeisen Bank BiH



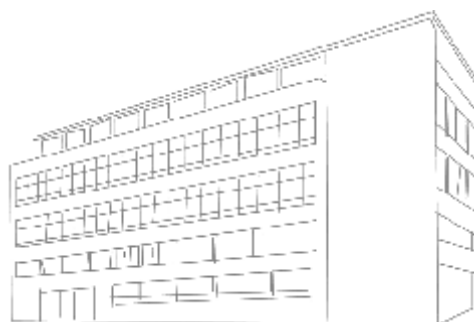
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4. Services for companies

- Consulting and mediation in student employment
- Promoting Company through CC web site
- Organizing promotional events of the company to students
- Mediation in guest lecturing



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Kako pretraživati baze podataka?

Kako obavljati ferijalnu praksu?

Kako do prvog posla?

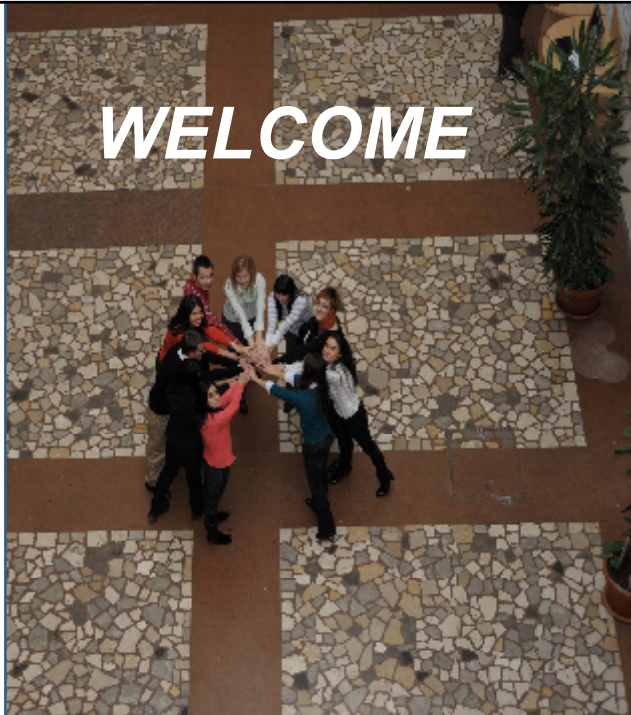
PREZENTACIJA KOMPANJE

PHILIP MORRIS INTERNATIONAL

Posao.ba

Unleash your potential, experience P&G

www.pgballkane.com



WELCOME

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