

CAES Careers Platinum Plan Overview

A Comprehensive Career Acceleration Program for Ambitious Professionals

* This plan builds on our Gold Plan by adding two management sessions.

Are you a talented professional facing invisible barriers in your job search? Perhaps your capabilities exceed what evaluators perceive from your resume and interviews. Or maybe you're ready to transition from technical expert to management, and strategic leader, but don't know how to position yourself for that leap.

The CAES Careers Platinum Plan is a personalized, evidence-based program that closes the gap between your actual capabilities and how decision-makers perceive you.

What Makes This Different

Most career services focus on surface-level fixes—better keywords, cleaner formatting, generic interview tips. We take a fundamentally different approach.

We start with **diagnostic analysis**: systematically identifying the gaps between what you can do and what evaluators infer from your current presentation. Then we build structured frameworks that make your implicit capabilities demonstrable, generate evidence of those capabilities within your current and prior roles, and position you for the right opportunities.

The Three-Phase Transformation

Phase 1: Diagnostic

We analyze your current presentation—resume, LinkedIn, interview patterns, performance documentation—against evaluator inference patterns typical of your target role level. Through comprehensive assessments and strategic exercises, we identify four critical gap types:

- **Signal gaps**: Capabilities you possess but don't demonstrate effectively
- **Framework gaps**: Areas where you lack the structured approaches evaluators expect
- **Evidence gaps**: Performance documentation that doesn't surface your potential
- **Positioning gaps**: Misalignment between how you present yourself and what evaluators infer

Phase 2: Development

We develop structured frameworks for capabilities you already apply informally or intuitively. You'll create a customized Learning Plan that reduces gaps, amplifies strengths, and generates evidence of capabilities in your current role. We help you optimize every element—resume, LinkedIn, cover letters, interview responses—ensuring complete alignment with your career vision.

Phase 3: Positioning

We adapt and align your materials so evaluators can accurately infer the capabilities you possess. This phase includes:

- **Core management competencies** (Sessions 8-9): Master essential management frameworks including performance management, delegation, conflict resolution, and decision-making
- **Leadership development** (Sessions 10-13): Transform from technical expert to strategic leader with focus on leadership identity, team building, strategic thinking, and organizational impact
- **Implementation support** (Sessions 14-16): Ongoing coaching to maintain positioning and navigate your search with confidence

What You'll Receive

Personalized Assessment & Analysis

- Comprehensive complexity and capability assessments
- Leadership style and skills evaluation
- Custom performance gap analysis

Strategic Documentation

- Career Development Action Plan
- Purpose Statement aligned with your career vision
- Value Proposition framework
- Leadership Philosophy Statement
- Customized skills presentation document showcasing your capabilities

Optimized Materials

- Resume positioned for evaluator inference
- LinkedIn strategies and profile that get you noticed
- Interview response frameworks tailored to specific roles
- Cover letter templates that demonstrate strategic thinking

Ongoing Support

- Follow-up sessions after post-completion
- Continued guidance as you implement your strategy

Who This Program Serves

This program is designed for professionals who:

- Have the capabilities for advancement but struggle to demonstrate them effectively

- Want to transition from individual contributor to management or leadership roles
- Face unclear barriers in their job search despite strong qualifications
- Need to position themselves strategically for competitive opportunities
- Are ready to invest in long-term career success, not quick fixes

Your Investment, Your Future

The Platinum Plan is a comprehensive engagement, with flexible scheduling to accommodate your availability. Sessions can be conducted online or in person based on your preference.

This isn't a transaction—it's a transformation. You'll gain frameworks, documentation, and positioning strategies that serve you throughout your entire career.

Ready to close the gap between your capabilities and your career?

Contact us to schedule your Program Definition Meeting and begin your diagnostic phase.

CAES Careers: Where capability meets opportunity through strategic positioning.

CAES Career Advancement Employment Services

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