

Mr. Wing Hung CHUK Keswick

Service Director of Youth Service, Evangelical Lutheran Church of Hong Kong

Miss Sze Wan CHUNG

Manager (Business & Branding), Evangelical Lutheran Church of Hong Kong, Hong Kong Youth Talent Institute

Talent-based coaching in youth career development

The existing career and life planning model is proven as a helpful model for the youth to manage their career plan in open market. However, for those who want to develop their talents as their careers, the existing model is not enough.

After 10 years of frontline working experience with youth, in facilitating the youth to develop their talent under the perspective of career development, a model of talent-based coaching is consolidated.

Talent-based coaching is proposed in micro and macro level. In the micro level, the four stages of talent-based program are: audience, experience, training and performance; and the specific skill of facilitation along with the program, debriefing skill 2R2S is suggested.

In the macro level, four stages of career and life planning program is developed: assistance coach training, advanced skill training, talent cultural localization and life planning interview.

In this paper, we will consolidate and discuss the critical path in adopting Talent-based Coaching after 10 years of working experience.