



TALENT
DEVELOPMENT

NFT CONSULT



 CAREER DEVELOPMENT

Career Development Program

PURPOSEFUL LEARNING FOR LASTING GROWTH

Career growth does not happen by chance. NFT Consult's Career Development Program equips individuals and organisations with the frameworks, coaching, and structured pathways needed to build meaningful careers and high-performing workforces across Africa.

✓ Individual Career Mapping

✓ Leadership Development Tracks

✓ Succession Planning Support

✓ One-on-One Coaching

✓ High-Potential Identification



THE CHALLENGE

When There Is No Clear Path, Talent Walks Out the Door

Talented employees do not simply leave for higher salaries, they leave when they cannot see a future. Across African organisations, the absence of structured career development creates disengaged teams, poor succession readiness, and a leadership pipeline that runs dry exactly when the organisation needs it most. Investing in career development is not a cost, it is the most effective retention, engagement, and succession strategy available.



High Turnover of Top Talent

Without visible growth paths, high performers leave for organisations that invest in their future, taking institutional knowledge with them.



Empty Leadership Pipelines

When key leaders depart, organisations scramble for external replacements, costly, risky, and avoidable with proactive succession planning.



Low Employee Engagement

Employees with no development investment feel undervalued, leading to disengagement, absenteeism, and reduced productivity across teams.

20+

YEARS OF EXPERIENCE

3

PROGRAMME TRACKS

4

COUNTRIES ACTIVE

500+

ORGANISATIONS SERVED

PROGRAMME AREAS



Individual Career Mapping

One-on-one coaching sessions that help employees identify their strengths, clarify career goals, and build structured, achievable development plans, aligned to both personal aspirations and organisational needs. Each participant leaves with a clear, written career roadmap and the accountability structures to act on it.

Strengths assessment

Goal setting

Development planning

1:1 coaching sessions



Leadership Development Tracks

Structured multi-module programmes that identify and develop high-potential employees for future leadership roles, building your next generation of managers, directors, and executives from within. Programmes are tailored to your organisation's leadership competency framework and delivered through a blend of workshops, coaching, and applied learning assignments.

High-potential identification

Management skills

Executive readiness

Blended delivery



Succession Planning Support

Systematic identification of critical roles and internal successors, creating talent pipelines that protect organisational continuity and reduce dependency on external recruitment for key positions. We combine internal talent assessment, targeted development interventions, and external market mapping to give leadership a confident picture of readiness at every tier.

Role criticality mapping

Successor identification

Readiness assessment

Pipeline reporting

RECOMMENDED LEARNING PLATFORMS WE INTEGRATE

LinkedIn Learning

TED Talks

Khan Academy

Cognitive Class (IBM)

Kelly Learning Center

Huawei Academy



WHY NFT CONSULT

Africa's Career Development Partner, **Not Just a Training Vendor**

NFT Consult's training and talent development programmes are built by HR practitioners who understand the African workplace, the cultural dynamics, the leadership challenges, and the career aspirations. Our approach is outcomes-focused, not inputs-focused: we measure success by what participants achieve, not just what they attend.



Africa-Contextualised Content

All programmes incorporate real African organisational case studies, workplace realities, and culturally relevant examples, not adapted Western content.



Expert Facilitators

Programmes are designed and delivered by experienced HR professionals and certified coaches with deep organisational development expertise.



Flexible Delivery

In-person, virtual, or blended delivery, designed around your schedule, your locations, and the learning preferences of your team.



Outcomes-Focused Design

Every programme starts with the business outcome, not the training content, ensuring learning translates into real performance improvement.



Measurable Impact

Pre- and post-programme assessments, participant action plans, and follow-up coaching sessions to track real behaviour change on the job.



Ongoing Partnership

We do not disappear after the final session. Our team remains engaged to support application, address challenges, and extend development where needed.

HOW A PROGRAMME UNFOLDS



Needs Assessment

Diagnose current capability gaps and clarify the business outcomes required.



Programme Design

Customise content, delivery format, and timeline to your context.



Learning Delivery

Expert-facilitated workshops, coaching, and applied assignments delivered as agreed.



Impact Measurement

Post-programme assessment, action plan reviews, and outcomes reporting to stakeholders.

Invest in Your People, They Will Invest in You

Whether you want to map career paths, build a leadership pipeline, or protect critical roles through succession planning, we will design a programme around your exact goals. Let's have a conversation.

Start a Career Development Programme

GET IN TOUCH

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