

Today's presenter/panel/facilitator



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House Keeping Rules

You are muted by default. The chat function is disabled.

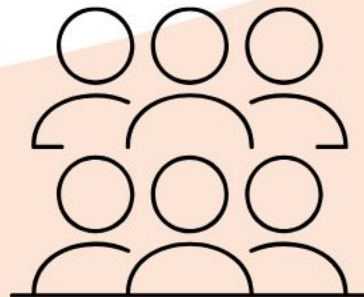
If you have any questions, please submit them through **Zoom Q&A button**.

The session will be **recorded**. The recording and presentation will be available on: [Inter-Agency Career Week 2026 webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.



Agenda

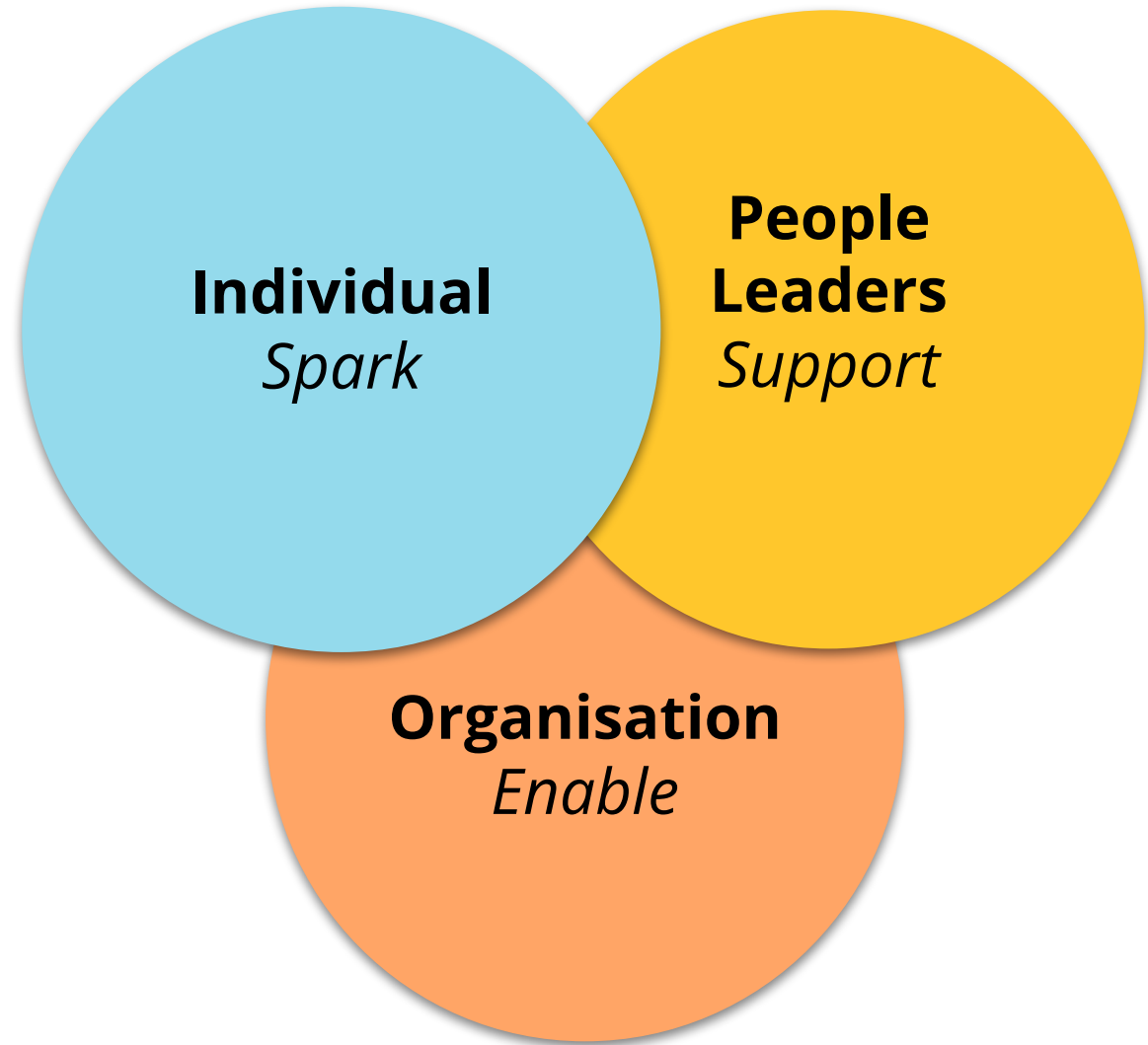
- ❑ 3 way partnership-spark-support-enable
- ❑ Change in type of career
- ❑ Career conversations-who owns it
- ❑ Reflect on your values-motivation-relevant skills
- ❑ Preparation before -during-after
- ❑ Translate the conversation into actions
- ❑ Questions



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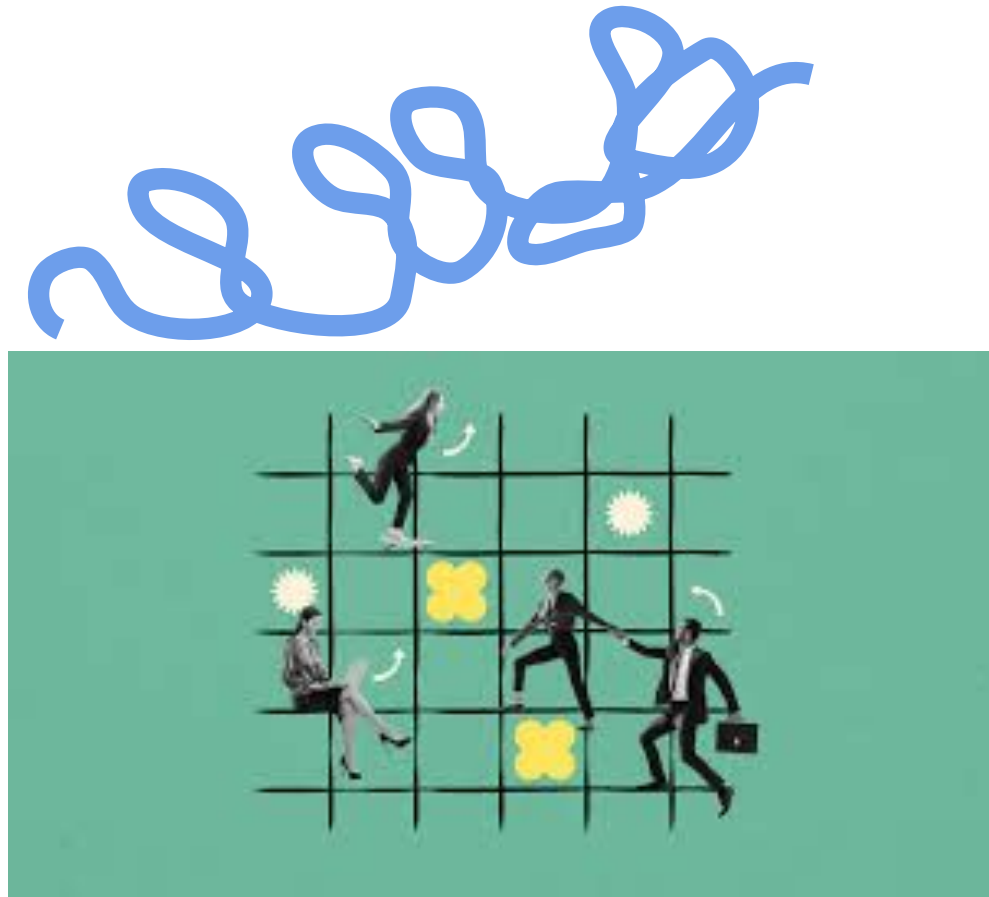
Three way partnership

- Individual
- People Leaders
- Organisation





Career ladder/steps-more linear



Non linear -squiggly or lattice

Squiggly career

We move from

To

Plans

Plans limit us to today's reality

Possibilities

possibilities give us permission to explore

Steps

Steps imply up is the only way

Moves

moves can be in multiple directions

Destination

Destinations fix our future

Direction

direction gives a focus that is flexible

Promotion

Promotion is only one option

Progression

progression thinking opens more opportunities



Skills portfolio

Who owns the career conversation?

It is a 3 ways partnership as discussed

It is very individual

Therefore YOU own the process



Starting point

Reflect:

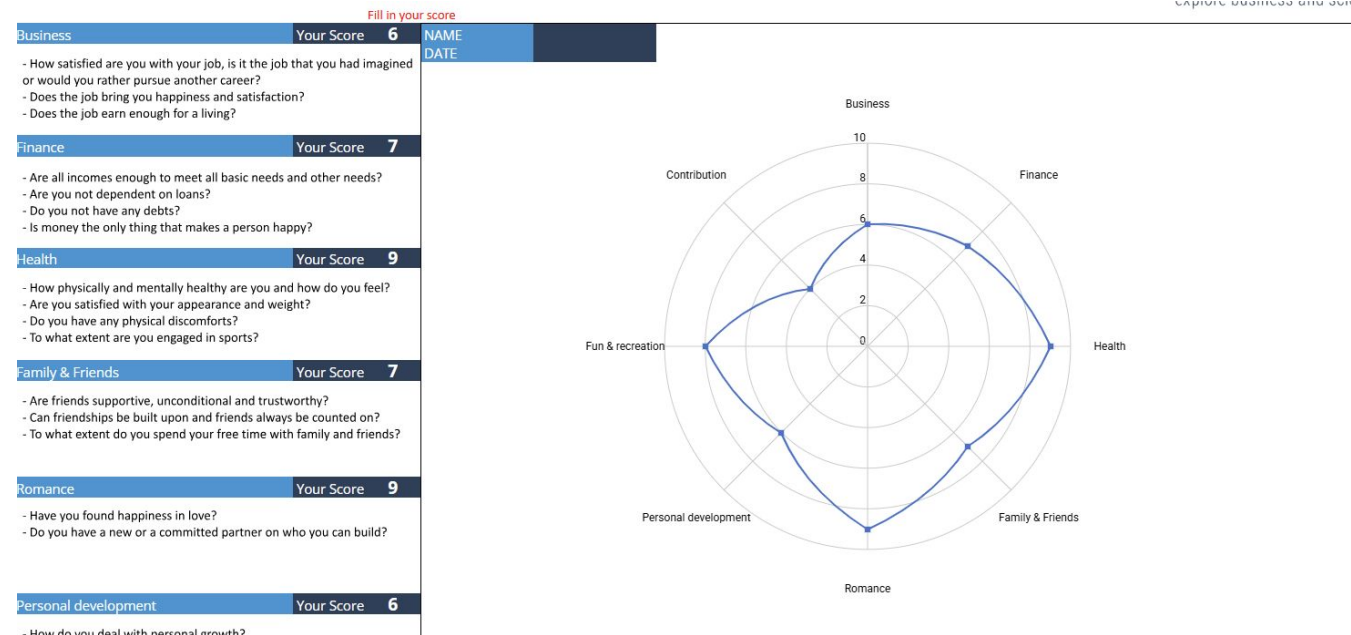
Where are you now?

What motivates you?

What are your values?

What is your aspiration?

Several tools available to support your reflections (value exercise, wheel of life etc)





A career conversation
takes planning BEFORE
focused discussion DURING
follow through AFTER.



BEFORE



- Invite the supervisor to the career conversation
- What's important to me in my life and work now?
- What am I interested in?
- What motivates me? What am I good at?
- What tasks do I do daily, weekly or monthly that make time fly?
- What is it about those tasks that I really enjoy?
- Where do I see myself in the next 12 months?
- What are the areas I want to grow and develop?
- What support do I want from my supervisor and organisation to develop my skills?
- Gather information that will be useful, such as possible ways to develop your skills or experience inside or outside work.
- Try to link your ideas to organisational needs. Think about how your aspirations will contribute and fit into the performance of the organisation.

DURING

- Lead the conversation
- Start positively
- Be as open and honest as you can
- Have an open mindset and share your self-reflection and communicate future goals (points under before)
- Invite feedback and collaboration
- Identify next steps
 - explore opportunities, look at the bigger picture
 - evaluate options
- Thank your supervisor for any feedback you receive (positive and negative)



AFTER

- Have regular career conversations.
- Follow up on any action points.
- Document the discussion in the performance management tool.



Translate the conversation into development actions

Experience (learn on the job)

- Skills development
- Rotation
- Stretch assignment
- Filling in for someone
- Project work
- Working groups
- Ambassador role (culture, wellbeing etc)
- Local, regional or international experience

Exposure (learn from others)

- Coaching others
- Mentoring
- Shadowing other personnel
- Knowledge sharing networks

Education (training)

- Courses (e-learning, face to face)
- workshops
- Classroom trainings
- Attending a conference or seminar
- Professional development
- Certification

Remember: For career goals. Keep it realistic and achievable! 2 – 3 actions at Most! Make it S.M.A.R.T

Examples of career conversations, challenges and the outcome



Who else can help?

- Don't shy away from reaching out to others beyond your supervisor.
- Formally it can be your HR focal points.
- Informally it can be peers or colleagues from other departments.





Inter- Agency Career Week 2026 Agenda

04 - 08 May

	Monday, 04 May	Tuesday, 05 May	Wednesday, 06 May	Thursday, 07 May	Friday, 08 May
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - From the UN to the Private Sector: Skills that enable Career Transition	Pres (E) - Thriving in Uncertainty	Pres (E) - Beyond the algorithm: Preparing your career for Life 3.0	Pres (E) - Habits under Pressure: working more intentionally	Pres (E) Behavioural Science for Career Development: Evidence-Based Steps for Action
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	PD (E) - Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond	PD (E) - Private Sector Unlocked: How to Enter, Adapt, and Succeed	Pres (E) - Upskilling for the Future: How to Stay Marketable Inside and Beyond the UN	Pres (E) - Becoming a UN Volunteer; What is in it for you? The Hidden Benefits of Volunteering.	PD (E) - Beyond the UN Blue: Navigating Your Career Transition to Other IGOs
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	PD (E) - Talent on the Move: Growing your career through mobility	Pres (F) - Recherche d'emploi optimisée par l'IA : éthique, sécurisée et tournée vers l'avenir	Clinic (E) - AI for Your Career: Practical Tools and Prompts for Career Management	Pres (E) - Leading from Within: Self-Awareness, Authenticity, and Inner Resilience	Pres (F) - Maîtriser les entretiens d'embauche: Transformer son expérience en levier de réussite
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Mapping Your Motivators for Career Choices	Pres (E) - Mapping Professional Achievements to Job Application and Interview	Pres (E) - Breaking Down Job Descriptions	Pres (E) - What remains when everything changes: Insights from Third Culture and Global Nomad Research	Clinic (E) - The skills shift: What skills-based hiring and AI agents might mean for a UN career
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Pres (E) - Your Career, Your Conversation	Pres (E) - Strengthening Your Adaptability Muscles - AQ: The Adaptability Quotient	Pres (E) - Managing Your Saboteurs: Removing Barriers to Your Career Growth	Pres (E) - Use Your Strengths to Boost Your Career	Pres (E) - Activating Inner Resources in Uncertain Times
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	Pres (E) - From Sat Nav to Compass: Navigating Your Career in a Changing UN System	Pres (S) - Construye tu Asistente de Carrera con IA	Pres (E) - Building a winning profile from application to interview	Pres (E) - Mentoring 2.0: From Top-Down to All-Around
13:00-14:00 (New York) 19:00-20:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 ⁻¹ (Bangkok)	Pres (F) - Opportunités de carrière aux Nations Unies pour les jeunes professionnels et conseils pour réussir sa candidature	PD (E) - Thriving Globally - The human side of relocation	Pres (E) - Career Development: How you can turn a Psychosocial Hazard into a Thriving Strategy	Pres (E) - Youth Engagement: Put in Practice! (Young Talents in the UN System)	Pres (E) - Working for Justice
14:30-15:30 (New York) 20:30-21:30 (Europe) 21:30-22:30 (Nairobi) 01:30 ⁻¹ -02:30 ⁻¹ (Bangkok)	Pres (E) - Mastering Job Interviews: Turning Your Experience into Impact	Pres (S) - Cómo dominar las entrevistas de trabajo: refleja tu experiencia con impacto	Clinic (S) - Desarrollo de habilidades y redes profesionales a través de la mentoría	Pres (E) - Make career moves with confidence using the 5i Framework	Pres (E) - Own your Future, Make your Role Matter

