

COMPASS

Navigating Success in the Changing World of Work

In today's fast-moving, unpredictable world of work, career paths aren't linear - and neither are your people's expectations. Organisations are under pressure to engage, develop, and retain talent while supporting wellbeing and growth. That's where **COMPASS** comes in.

In this practical and inspiring keynote, award-winning speaker and career development expert **Antoinette Oglethorpe** introduces a proven framework to help your people take ownership of their development, adapt to change, and define success on their own terms.

Drawing on over 25 years of experience and filled with memorable stories, the COMPASS keynote equips people with the mindset and tools they need - and gives you a powerful platform to strengthen your organisation's culture, retention, and leadership pipeline.

Perfect for Organisations Who Want to:

- **Boost employee engagement** with a fresh, inspiring approach to career development
- **Support managers** to have better career conversations that drive performance
- **Develop future-ready talent** equipped to thrive in a changing workplace
- **Create a culture of ownership and growth** across all levels of the organisation

The COMPASS Framework

- C** **Clarity:** Help people understand their strengths, values and direction - leading to more focused, fulfilled, and self-driven talent. *"Success isn't about following someone else's map; it's about creating your own."*
- O** **Ownership:** Equip individuals to take responsibility for their own development - reducing dependency on managers and increasing engagement. *"If you don't take the wheel, someone else will. And you might not like where they take you."*
- M** **Mindset:** Build a resilient workforce that can adapt to change, bounce back from setbacks, and seize opportunity in uncertainty. *"Success is not just about ability. It's about adapt-ability."*
- P** **People:** Foster a culture of mentoring, where strong relationships accelerate personal growth and performance. *"Success isn't a solo journey - it's a shared adventure."*
- A** **Amplify:** Promote meaningful career conversations at every level - boosting engagement, learning, and development across your organisation. *"People don't grow in isolation. They grow through conversation."*
- S** **Success:** Encourage people to define success in ways that energise them - improving retention and reducing burnout. *"Success isn't about pay and promotions. It's about enjoyability and employability."*
- S** **Small Steps:** Enable consistent, lasting change through a focus on steady progress - not overwhelming leaps - making growth sustainable. *"Small steps, steady progress, lasting success."*

What Clients Say

"Highly successful, thought-provoking and immense value."

— Training Coordinator, Egyptian Banking Institute

"Brilliant! Her insights are practical and inspiring."

— Manager, Talent & Career Development, World Bank Group

"Invaluable knowledge, empowering colleagues with the tools to grow and develop"

— Chief, Talent Development & Performance, UNHCR



[Watch Antionette here](#)



Check Antoinette's Availability

Email: info@antoinetteoglethorpe.com | Visit: www.antoinetteoglethorpe.com | Call: +44 (0)7957 604783