

Developing Multidimensional Careers

Beyond, Between, and Besides Promotions

From our thought leader partner **Julie Winkle Giulioni**

A brand new look at career development

The time-honored tradition of defining career development exclusively in terms of promotions, moves, and title changes is dead. What lives on, however, are unrealistic expectations from this outdated mindset, leaving employees disengaged, managers disempowered, and organizations disadvantaged as they struggle to retain talent.

The time has come to finally shed yesterday's limited view of career development and find ways to enable the growth people and organizations need today. The good news is that beyond, between, and besides the climb up the corporate ladder, there are countless other ways that employees want to grow.

83% of employees who leave report, "I no longer felt like I was growing in my position." - Cengage

Employees are **7.9x** more eager to leave their company, even if they like their jobs, if they don't perceive that they have growth opportunities. - Huma

94% say they would stay longer at an organization if they believed an investment was being made in their development. - LinkedIn



This workshop from Advantage thought leader partner Julie Winkle Giulioni focuses on an easy-to-apply, research-based multidimensional career framework. It features 7 alternatives to promotions — contribution, competence, connection, confidence, challenge, contentment, and choice — which offer powerful ways to grow that, unlike promotions, are completely within a manager's control.

By attending this 4-hour interactive learning experience, managers will be able expand how they define career development and help others do the same to embrace a possibility-filled, multidimensional approach to career development.

LEARNING OUTCOMES

- Describe today's confounding career development disconnect and implications.
- Assess personal interests and priority development dimensions (using online assessment).
- Describe seven alternatives to growth beyond promotions/positions.
- Cultivate career conversations that promote relevant, available development.
- Engineer creative and cost-effective development experiences that help employees address development dimensions of interest.
- Interact effectively with employees who remain focused on promotions.



LEARNING APPROACH

- Contemporary, relevant, research-driven content based upon the Amazon bestseller, *Promotions Are SO Yesterday: Redefine Career Development. Help Employees Thrive.*
- Highly interactive with a focus on discovery, exploration, and peer engagement.
- Self-reflection and calibration via the digital Multidimensional Career Self-Assessment and individual summary report.
- Real-world application using a robust, web-enabled case study.
- Quick pace and variety of activities (Individual work, paired engagement, small group exercises, and large group discussions/brainstorming appeal to multiple learning styles.
- Menu of follow-up activities ensures translation of skills and knowledge to the job.
- Supplemental Multidimensional Career Development: Your Coaching Role materials.
- Accommodates 15-25 in a 4-hour workshop.

