

Help Them Grow: Beyond the Book

Help leaders build career development into everyday work



Help Them Grow is appropriate for anyone who leads others... supervisors, managers, directors, and vice presidents. Customers include: **Honda, Under Armour, L'Oreal, Macy's, Nemak** and **more**.

Takeaways include a simple and actionable 3-part framework, tactical tips and research-based recommendations, reinforcement tools including a phone app, on-demand micro-reinforcement tools, and more than 100 questions to get the conversation started.

Engagement. Discretionary effort. Improved bottom-line results. What organization doesn't want them? But the question really is: *What do employees want?* Interesting work and someone who cares about their growth and career.

A focus on career development is a logical yet elusive solution. In today's fast-paced, filled-to-capacity workplace, the traditional view of career development doesn't seem to be getting as much traction as many organizations would like. A new lens and a new cadence are required to unleash the potential that a focus on development offers.

Organizations —and the leaders within them— that embrace this new view succeed at integrating development into the day-to-day rhythm of the workflow in practical and powerful ways. This is the concept behind the Amazon bestseller, *Help Them Grow or Watch Them Go: Career Conversations Employees Want*. And this is what happens when that concept comes to life in a custom-developed learning solution.

Want a dynamic face-to-face experience? A custom 2-4 hour session built around a series of short, intentional conversations will allow participants to experience just how powerful and possible a conversation-centered approach to career development is. Additional proven adult learning methods may include interactive exercises, assessments, tailored cases, reflection, intention-setting, rehearsal and feedback. Creative learning maps, card sets and other job aids typically support face-to-face experiences.

Vexed by virtual delivery? A remote workforce isn't an excuse for not helping leaders enhance their career development skills; it's an argument for doing even more. A custom series of highly interactive 60-90-minute sessions conducted virtually can promote the conversations that help leaders help others grow.

Entertaining elearning? Allow leaders to explore, acquire and begin to practice key career development skills through an interactive elearning module developed to your specifications.

No time for training? Nano-learning helps busy leaders build the awareness that leads to behavior change. 20 daily text interactions meet people where they are - on their phones - delivering engaging, efficient and effective learning.

See dramatic development results when leaders learn how to:

- Re-conceive "career development" in today's evolving workplace
- Overcome the common personal and organizational barriers to authentic development
- Connect with the key role leaders play in helping others grow
- Experience the power of short career conversations
- Demonstrate the dynamic interplay among questions, curiosity and the transfer of ownership and responsibility?
- Seize career conversation opportunities through cue sensitivity
- Engineer development experiences for continual, meaningful growth