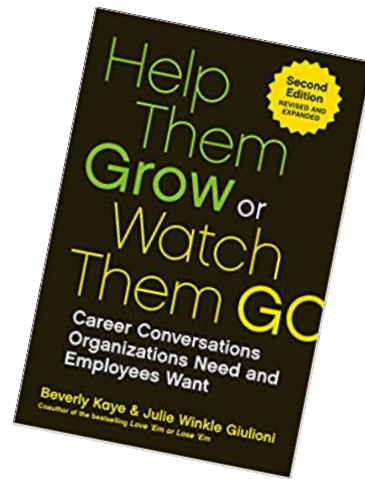


# Help Them Grow

## BEYOND THE BOOK



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.

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

### 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 leader 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.

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