

CAREERPOWER® CLASSIC FOR MANAGERS

MAXIMIZE THE POWER OF YOUR PEOPLE

WHY IS THIS CRITICAL?

Because it's not possible for an organization to meet its goals with a disengaged, unmotivated workforce.

- Development and growth drive engagement.
- Managers are consistently ranked poorly on their development skills.
- Career development continues to be a dissatisfier on engagement surveys.
- Career discussions are often left to once-a-year performance evaluations, which is about how am I doing, not what am I doing.

WHAT IS IT?

- A full-day interactive experience that mirrors the **CareerPower®** model.
- Multiple delivery methods: instructor/virtual-led, web-based, and blended; print, online or digital materials.
- Award-winning and 'classic' career coaching model.
- Assessment tools support conversations; templates facilitate planning and holding successful career conversations.

HOW IT WORKS

CareerPower® Classic for Managers is a one-day experience that enables managers to apply the award winning model as a career coach to:

- **LISTEN:** Get employees to talk confidently about themselves, asking right questions.
- **LEVEL:** Reflect honestly through a series of awareness-building assessments.
- **LOOK AHEAD:** Realistically focus on the big picture and employee impact.
- **LEVERAGE:** Use what and who they know to create opportunities.
- **LINK:** Link employees to colleagues, mentors and others as advisors.

OUTCOMES

When participants have completed this experience, they will be able to:

- Apply the proven model to use with their own direct reports.
- Hold development conversations using specific questions and focused inquiry.
- Help their employees see, seek and seize opportunities.
- Gain skills in opening dialogues to support employees' self-directing careers.
- Make introductions for employees to facilitate an internal support group.



Based on concepts from *Up is Not The Only Way* by Beverly Kaye

Career development and learning continue to rank among the top three drivers for employee engagement and productivity. But employees need to learn that their manager is not responsible for managing their career ...only their work. And managers need to learn their role is to support the development process - to be a sounding board and provide counsel. Good career coaches build strong, committed, and productive teams.

"Employee development has emerged as a pre-requisite to achieving our vision. By providing opportunities for growth and development, we can compete successfully for the best employees and compete in the marketplace for the most profitable customers."

– Fortune 500
Financial Services Client