



HELP THEM GROW OR WATCH THEM GO

CONVERSATION CLINICS TO JUMPSTART CAREER CONVERSATIONS

WHY IS THIS CRITICAL?

Career development, a leading driver of business results and employee engagement, is too often viewed as a one time event at the end of the year. Careers however, are developed one conversation at a time, over time. Conversation is one of the most precious and results-driving commodities managers have to share.

WHAT IS IT?

- A series of four (4) one-to-two hour Conversation Clinics delivered over time, taking leaders deeper into the concepts, applications, and practice
- Multiple delivery methods: Instructor or Virtual Instructor-Led
- For leaders at any level responsible for developing and growing their people
- Tools and resources to build the habit of daily career conversations

HOW IT WORKS

Participants will develop, practice and polish development-focused conversation skills in these highly engaging and interactive experience(s) as they explore:

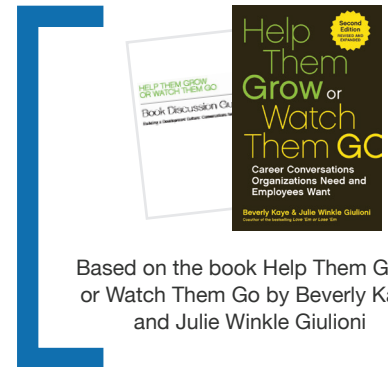
- **Curiosity-Driven Conversations:** Framework, Trust and the ROI of Career Development
- **Let Hindsight Light the Way:** Helping Employees Look Back to Move Forward
- **Behind the Crystal Ball:** Foresight Conversations to Guide Growth for the Future
- **If Not Up ... Then What?** Insight Conversations to Incite Career Actions

This microLearning structure maximizes the participants' learning time and sustains the key concepts.

OUTCOMES

When participants have completed the Help Them Grow Conversation Clinics, they will be able to:

- Understand the business case for and their role in career development
- Harness curiosity as a leadership competency
- Learn a practical framework for career conversations
- Practice the habit of asking powerful career questions
- Plan for career conversations with employees
- Activate real-time learning opportunities



Based on the book Help Them Grow or Watch Them Go by Beverly Kaye and Julie Winkle Giulioni

Everyone wants and needs to grow — and employees want conversations that help them clarify what growth means to them, conversations that explore the future of the organization — a future that includes them!

“If their work isn’t challenging, meaningful and focused on growth and development, talent will leave.”
— Beverly Kaye, Founder, Career Systems International



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