



# HELP THEM GROW OR WATCH THEM GO

## 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?

- One flexible, interactive and fast-paced, high-level microLearning (mLearning) experience delivered in one-to-two hour sessions or/
- 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

Whether the single session or the series of four, participants will develop, practice and polish development-focused conversation skills in these highly engaging and interactive experience(s) as they explore:

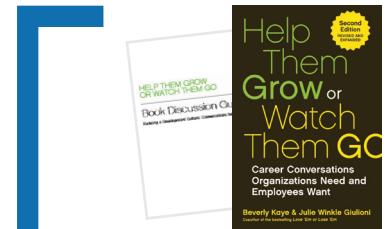
- **What's In It For Me?** — The Business Case
- **The Framework for Conversations** — Hindsight, Foresight and Insight
- **Advancing Action**

CSI's mLearning structure maximizes the participants' learning time and sustains the key concepts. It sets the **foundation** (preparing participants with basic knowledge), engages through **immersion** (practice initiating and conducting conversations) and provides **reinforcement** (a series of communications, conversation starter tools, the book and discussion guide) with a variety of activities to reinforce and drive action.

### OUTCOMES

When participants have completed the Help Them Grow mLearning module(s), 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

