

Career Development

Fostering Career Development – 2-Day Workshop

Learning Goals

Successful organizations recognize the importance of fostering a culture that supports and encourages their employees to actively pursue their personal career development. Providing managers with methodologies, tools and strategies to coach their team members' career development is the focus of this workshop. Research indicates that managers that actively support employees' career development correlates with increases to the level of engagement, commitment, and employees' motivation to develop themselves professionally and personally. Organizations that embrace this culture result in higher retention and more successful opportunities to develop succession plans that provide internal candidates that are knowledgeable, engaged and high-level contributors.

Workshop Objectives

At the end of the workshop, participants will have the opportunity to:

- Identify the importance of incorporating career development into the organizational culture and performance management process.
- Develop a departmental career development vision that supports a culture so that managers can support, embrace, and incorporate career coaching into their busy schedules and current responsibilities.
- Identify the manager and employee's role in the career development process.- acknowledging and rewarding the present and ongoing developing strategies for development and creating clear accountability.
- Identify the role of behavioral styles with Everything DiSC Workplace® and the correlation to career pathing.
- Develop and practice strategies to identify strengths, weaknesses, interests, and career expectations of individuals (may use additional assessment tools e.g. *StrengthFinders 2.0*)
- Practice developing a career path strategy that identifies skill, knowledge, and behavioral gaps and provide opportunities to actively focus on steps to develop and close the gaps
- Learn and practice coaching and mentoring skills to support career development
- Develop an action plan for an individual on their team to begin applying learnings from the workshop