



Improving Organizations
and Changing Lives



Development Planning Essentials

Content Summary

An opportunity to grow and develop is one of the most important needs for all employees today. Team members look to their manager to initiate conversations and assist in creating development plans and providing development guidance. In this class managers will learn a simple way to approach and address their team's development needs including understanding their role in the process, conducting discussions, creating plans and identifying resources.

Development is a Business Imperative

We will explore why employee development is critical and the impact it has on engagement, retention and other business results.

Roles in Development Process

The organization, HR, managers and individual employees all have a role in the development process. Participants will learn how their role fits within the development process and how to empower team members to manage their own development.

Development Needs

Participants will learn how to identify and capture both critical "need to" skill development goals as well as "want to" growth and career goals.

Creating Plans

Participants will learn how to create development plans that allow for accountability and easy follow up.

Development Conversations

Participants will learn how to conduct a development and career exploration conversation to both confirm needs and commit to development plans.

Development Resources

Participants will learn how to identify resources to meet the development goals and how to create development opportunities through regular daily activities.

The content above is delivered as a highly interactive one-day live session. Content can be customized to reflect your processes, tools and resources. Contact us for webinar options.

solutions@capabilitycreators.com

248.705.7954

