

Employee Development Action Plan

Live Online Program

**2 Hours
Hands-On
Live Online Class**

CAREER SELF-DEVELOPMENT—PUTTING YOUR EMPLOYEES IN CHARGE

SELF-DRIVEN EMPLOYEES ARE ENGAGED AND HAVE A PLAN

This program is a practical workshop designed to get professionals to take ownership of their career development goals within your organization. Employee turnover is due largely to disengagement in the workplace or a lack of support and communication from management. Empowering employees to take responsibility for their career growth, driven by intrinsic motivators, is key in reducing turnover and increasing engagement. Annual or bi-annual employee reviews are not sufficient. In this workshop, we give employees the tools to create a plan and emphasize that they are in charge of involving management to support them, not the other way around.

LEARNING GOALS

- Development Pipeline and identifying what needs to address
- Restructuring mindset—How successful people think?
- What is your career compass?—Natural Strengths, Experiences, Values
- Steps to Creating a Personal Development Action Plan—What, why, and how
- Application to learning models
- Behavioral Competencies (Include your company-specific)
- Practical application—Self-reflection and finding key developmental competencies and needs
- Putting together your DAP
- • Taking charge and following through (Adapted to your organization's needs)

FORMAT—WHAT TO EXPECT

Classes for 10 to 50 participants.

Join through a Zoom link, participate through various online tools.

Company-specific Development Plan standards can be integrated into the program.

Material and planning tools are provided as well.

FIRST CREATE A PLAN, THEN ASK FOR SUPPORT

Supporting your employees is crucial to the growth of your team members and employee retention. However, it is not the role of the manager to initiate the process. Employees need to take ownership and understand that they have to drive the process.

After developing a personal career development plan that aligns with the organization's direction, employees need to take charge and ensure their success, not only their managers.

FACILITATOR: Roberto Giannicola is an executive coach and facilitator with over ten years of experience conducting in-person and online classes, and coaching for a multitude of Fortune 500 companies.

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