

EXECUTIVE DEVELOPMENT PROGRAM

FEBRUARY 27, 2014
8:30 A.M.–4:30 P.M.

PUBLIC \$995
UD ALUMNI \$945
PARTNER \$870

HELP THEM GROW OR WATCH THEM GO: STRATEGIES FOR DEVELOPING YOUR TOP PERFORMERS

Engagement. Discretionary effort. Improved bottom-line results. What organization doesn't want them? But the real question is: what do employees want? Interesting work and someone who cares about their growth and career. A focus on career development is a logical yet elusive solution.

In today's fast-paced, filled-to-capacity workplace, the traditional view of career development doesn't seem to be getting the traction many organizations would like. A new lens and a new cadence are required to unleash the potential that a focus on development offers. Organizations – and the leaders within them – that embrace this new view succeed at integrating development into the day-to-day rhythm of the workflow in practical and powerful ways.

This interactive workshop, based on the best-seller *Help Them Grow or Watch Them Go: Career Conversations Employees Want*, offers an immersive opportunity for leaders to develop the skills to facilitate career conversations to help their employees excel. Not only are these conversations great for the employee, but they provide tremendous benefits to the organization, better results, reduced turnover and higher level of engagement.

This program is built around a series of short, intentional conversations that allow participants to experience just how powerful and possible a conversation-centered approach to career development is. Additional proven adult learning methods include interactive exercises, assessments, tailored cases, reflection, intention-setting, rehearsal and feedback.

THIS PROGRAM WILL HELP EXECUTIVES:

- Understand the fundamental importance of career conversations in the workplace.
- Demonstrate a range of tools and skills designed to inspire reflection, understanding, focus and action through conversation.
- Transform everyday workplace occurrences into powerful career development opportunities.



Julie Winkle-Giulioni

With more than two decades of professional experience, Julie Winkle-Giulioni consults with a wide range of organizations and businesses to improve productivity and results through targeted learning and development initiatives. She works with clients internationally to design, develop, facilitate and evaluate performance improvement strategies in support of business needs.

Previous to founding DesignArounds, Winkle-Giulioni led the product development effort at AchieveGlobal, the world's largest training provider. In that role, she architected, conducted and published feasibility and competency research.

Industry awards and include recognition from Human Resource Executive magazine's top 10 training products, the CINDY Awards, Joey, NewMedia INVISION, ITVA, the New York Film Festival, and Lguide recognition for developing "e-learning at its best." Winkle-Giulioni's work has been published in AFSM International Journal, The Professional Journal, the Academy of Human Resource Development and High Technology Service Management. Her speaking engagements include the ASTD International Conference & Exposition and Web-Based Training Producers' and Executive Conferences.

Winkle-Giulioni is the co-author of the best-seller, Help Them Grow or Watch Them Go: Career Conversations Employees Want. She's a sought-after speaker and regular contributor to SmartBrief and The Conference Board.