

APRIL 27, 2016
1 P.M.–4:30 P.M.

HELP THEM GROW OR WATCH THEM GO: CAREER CONVERSATIONS YOUR EMPLOYEES WANT

Study after study confirms that career development is the single most powerful tool managers have for driving retention, engagement, productivity, and results. And if your employees don't see the future with you they will walk away... or, perhaps even worse, they will stay but disengage. Nevertheless, career conversations are frequently back-burnered. When asked why, leaders say the number one reason is that they just don't have time. The good news is that frequent and international career conversations can keep talent growing. And when they grow... your organization grows.

These surprisingly simple, frequent, short conversations with your employees about career goals and options can be seamlessly integrated into normal conversations. Dr. Beverly Kaye, and her co-author Julie Winkle Giulioni have identified three broad types of conversations that increase employees' awareness of their strengths, weaknesses, and interests; point out where your organization is headed; and help to pull all of that together to design their own up-to-the-minute, personalized career plan.

By understanding and implementing these career conversations, you will be able to help your employees grow as compared to watching them go. This practical, yet dynamic program will help you in developing the framework and habits needed to go back to your organization and make a difference

THIS PROGRAM WILL HELP EXECUTIVES:

- Understand the parallels between growing your organizations and growing your people.
- Learn a practical framework for career conversations.
- Recognize the frequent (daily) opportunities you have to have highly impactful conversations.



Beverly Kaye, Ph.D.

Beverly Kaye's name is recognized internationally as one of the most invested, knowledgeable and practical professionals in the areas of career development, employee engagement & retention, and mentoring. A dynamic and committed speaker, Dr. Kaye's presentations engage participants, stimulate learning and inspire action. She has also been named a "legend" by the American Society for Training & Development (now ATD). The designation of Legend is given to "pioneers and prophets in the field of workplace learning and performance."

With her organization, Career Systems International, she has developed a powerful suite of talent solutions that continue to help organizations reduce costs associated with talent loss and under performance. They are also designed to foster a culture of support for individuals, managers and leaders. Her clients, representing nearly 60% of the Fortune 1000 organizations, include such leaders as American Express, Archer Daniels Midland, Caterpillar, GE, Marriott International, McDonalds, Merck, Microsoft, Morrison Healthcare, Novartis, Takeda, and WellPoint. The resilient processes and offerings link directly to business strategies and increase productivity and profitability to deliver the best returns on investment.

Prior to earning a doctorate at UCLA, Dr. Kaye did graduate work in organization development at MIT Sloan School of Management and has taught executive seminars at UCLA and USC.