



# Help Them Grow or Watch Them Go: Career Conversations You Employees Want

**APRIL 27, 2016**  
**1–4:30 P.M.**

Study after study confirms that career development is the single most powerful tool managers have for driving retention, engagement, productivity and results. The good news is that frequent and intentional career conversations can keep talent growing. 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 that together to design their own up-to-the-minute, personalized career plan. This program will help you develop the framework and habits needed to make a difference in your organization.

## **This program will help leaders:**

- Understand the parallels between growing an organization and growing its people
- Recognize the frequent opportunities they have to hold highly impactful conversations
- Learn a practical framework for career conversations



### **BEVERLY KAYE, PH.D.**

Beverly Kaye's name is recognized internationally as one of the most knowledgeable professionals in the areas of career development, employee engagement and retention and mentoring. She has also been named a "legend" by the Association for Talent Development. Her organization, Career Systems International, provides talent solutions that help organizations reduce costs associated with talent loss and underperformance with clients such as American Express, GE and Microsoft. Prior to earning a doctorate at UCLA, Kaye did graduate work in organization development at the MIT Sloan School of Management and has taught executive seminars at UCLA and USC.

