



HELP THEM GROW OR WATCH THEM GO: GETTING
ENGAGEMENT, RETENTION AND RESULTS

with Julie Winkle Giulioni

\$475 (US) per person

VIRTUAL SESSION (3-HOUR)

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Career development is among the most personal and important ways leaders interact with employees in the workplace. These conversations are the nexus of hopes, dreams, perceptions, and business realities. They are also a key driver of critical outcomes like engagement, innovation, quality, productivity and retention. And yet, many leaders struggle to navigate development - particularly in today's flatter and seemingly less opportunity-filled environments. No promotions? No resources? No problem. This class offers a reality-based approach as well as the mindset and skill set required to ensure satisfying and sustainable development despite these challenges.

JULIE WINKLE GIULIONI

Julie Winkle Giulioni is a champion for workplace growth and development. She believes that everyone deserves the opportunity to reach their potential. And she supports organizations and leaders who want to make that happen with keynote speeches, consulting, and training.

Julie is the co-author of the international bestseller, *Help Them Grow or Watch Them Go: Career Conversations Organizations Need and Employees Want*, translated into seven languages. Her latest book, *Promotions Are So Yesterday: Redefine Career Development. Help Employees Thrive*, will be released by ATD Press in March 2022.

She is a regular columnist for *Training Industry Magazine* and *SmartBrief* and contributes articles on leadership, career development, and workplace trends to numerous publications including *The Economist*.

Named by *Inc. Magazine* as a Top 100 Leadership Speaker, Julie's in-person and virtual keynotes and presentations offer fresh, inspiring, yet actionable strategies for leaders who are interested in their own growth as well as supporting the growth of others.

Her firm, *DesignArounds*, creates and offers training to organizations worldwide and has earned praise and awards from *Human Resource Executive Magazine's* Top Ten Training Products, New York Film Festival, Brandon Hall, and Global HR Excellence Council.

TOPICS COVERED

CAREER DEVELOPMENT: TODAY'S LEADERSHIP PRIORITY

- THE BUSINESS CASE
- THE HUMAN CASE
- THE BARRIERS - REAL AND IMAGINED
- AN UPDATED, REALITY-BASED FRAMEWORK

THE CAREER DEVELOPER'S MINDSET

- SELF-ASSESSMENT AND REFLECTION
- 5 MINDSETS FOR DEVELOPMENT SUCCESS
- APPLYING THE MINDSETS TO TYPICAL SITUATIONS

FACILITATING CAREER CONVERSATIONS

- HINDSIGHT/FORESIGHT/INSIGHT MODEL
- EXPERIENCING THE POWER OF QUESTIONS
- ONE QUESTION TO AVOID
- GROWING WITH THE FLOW
- RAISING YOUR CQ: CURIOSITY QUOTIENT

ENGINEERING DEVELOPMENT EXPERIENCES

- GROWTH VERSUS POSITIONAL GOALS
- HOW WE GROW
- 7 VEHICLES FOR EXPERIENCE-BASED LEARNING
- APPLYING THE VEHICLES

THE CULTURE CONNECTION

- 5 HALLMARKS OF A DEVELOPMENT CULTURE
- ORGANIZATIONAL ASSESSMENT
- COMMITMENTS TO ACTION

FOR REGISTRATION PLEASE CONTACT: - IMS Regional Director -
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