



# Los Angeles

## Help them Grow or Watch them Go: Getting Engagement, Retention and Results

### Session Details

Faculty:	Ms Julie Winkle Giulioni	Date: Wednesday, April 29, 2020
Location:	Brookside Golf Club 1133 Rosemont Avenue, Pasadena, CA 91103	Sign In: 8:30 AM
Phone:	(626) 585-3594	Session: 9:00 AM - 4:00 PM

### Session Description

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 prob

### Biography

Julie Winkle Giulioni is an author, speaker, and consultant who helps organizations demystify what it takes to become a great 'people leader', fire up the passion and commitment of employees, and keep great talent by activating and developing it. As a former professor, department chair, and learning strategist in industry, Julie knows what it takes to ensure meaningful development. Her book, *Help Them Grow or Watch Them Go: Career Conversations Organizations Need and Employees Want*, is an international bestseller. Named one of Inc. Magazine's top 100 leadership speakers, Julie travels extensively speaking on a variety of leadership topics. She is a regular contributor to *The Economist*, *SmartBrief*, *Saba's TalentSpace*, the Conference Board's Human Capital Exchange, and a variety of publications and offers thoughts on leadership, career development, and more via her blog.

### Time Allocation - Topics

#### 20% Career Development: Today's Leadership Priority

- The Business Case
- The Human Case
- The Barriers Real and Imagined
- An Updated, Reality-Based Framework

#### 20% The Career Developers Mindset

- Self-Assessment and Reflection
- 5 Mindsets for Development Success
- Applying the Mindsets to Typical Situations

#### 30% 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

#### 20% Engineering Development Experiences

- Growth versus Positional Goals

- How We Grow
- 7 Vehicles for Experience-Based Learning
- Applying the Vehicles

## **10% The Culture Connection**

- 5 Hallmarks of a Development Culture
- Organizational Assessment
- Commitments to Action

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