



HOW EVERY MANAGER CAN DEVELOP AND RETAIN TALENT (EVEN WITHOUT PROMOTIONS)

with Julie Winkle Giulioni

\$395 (US) per person

VIRTUAL SESSION (3-HOUR)

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The time-honored tradition of defining career development exclusively in terms of promotions, moves, and title changes is dead. What lives on, however, are unrealistic expectations from this outdated mindset, leaving employees disengaged, managers disempowered, and organizations disadvantaged as they struggle to retain talent. The time has come to finally shed yesterday's limited view of career development and find ways to enable the growth people and organizations need today.

The good news is that beyond, between, and besides the climb up the corporate ladder, there are countless other ways that employees want to grow. This session focuses on an easy-to-apply, research-based multidimensional career framework. This updated framework features seven alternatives to promotions - contribution, competence, connection, confidence, challenge, contentment, and choice all of which offer powerful ways to grow that, unlike promotions, are completely within a manager's control.

By attending this session, you'll expand how you define career development and help others do the same thing as they move beyond old 1- and 2-dimensional views to embrace a possibility-filled 7-dimensional approach to career development.

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

THE GREATEST CAREER DEVELOPMENT CHALLENGE FACING ORGANIZATIONS AND LEADERS TODAY

THE CHALLENGES OF 1- AND 2- DIMENSIONAL CAREER DEVELOPMENT
THE DISCONNECT BETWEEN WHAT CAREERS MEAN TO EMPLOYEES AND HOW THEY EVALUATE SUCCESS
WORKPLACE FACTORS THAT ARE CONSPIRING TO MAKE NOW THE IDEAL TIME TO REDEFINE CAREER DEVELOPMENT

THE MULTIDIMENSIONAL CAREER FRAMEWORK

BACKGROUND RESEARCH THAT OUTLINES WHAT KIND OF DEVELOPMENT IS MOST INTERESTING TO EMPLOYEES
SEVEN ALTERNATE DEVELOPMENT DIMENSIONS THAT ARE WITHIN A LEADER'S AND EMPLOYEE'S CONTROL
PERSONAL PRIORITIES AND INTERESTS RELATIVE TO THE DIMENSIONS

HELPING EMPLOYEES BEGIN TO REDEFINE CAREER DEVELOPMENT FOR THEMSELVES

USING SELF-ASSESSMENT AS A TOOL FOR DISCOVERY AND CONVERSATION
DEVELOPMENT DIALOGUE DOS AND DON'TS

DEVELOPMENT OPPORTUNITIES THAT ALIGN WITH EMPLOYEE INTERESTS

DIAGNOSING EMPLOYEE INTERESTS, PRIORITIES AND NEEDS
SPECIFIC STRATEGIES AND ACTIONS FOR DEVELOPING CONTRIBUTION, COMPETENCE, CONNECTION, CONFIDENCE, CHALLENGE, CONTENTMENT, AND CHOICE TO SUPPORT CAREER GROWTH

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