



CAREERPOWER® CLASSIC FOR MANAGERS ONLINE

A GUIDE TO DEVELOPMENT PLANNING FOR MANAGERS

WHY IS THIS CRITICAL?

Because it's not possible for an organization to meet its goals with a disengaged, unmotivated workforce.

- Development and growth drive engagement.
- Managers are consistently ranked poorly on their development skills.
- Career development continues to be a dissatisfier on engagement surveys.
- Career discussions are often left to once-a-year performance evaluations, which is about how am I doing, not what am I doing.

WHAT IS IT?

- An on-line interactive experience that mirrors the **CareerPower®** models.
- Award-winning and 'Classic' career coaching model.
- Self-paced, available anytime and from anywhere.
- Assessment tools support conversations; templates facilitate planning and holding successful career conversations.

HOW IT WORKS

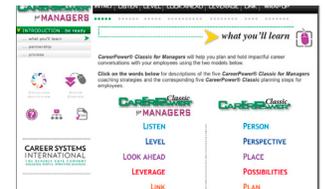
CareerPower® Classic for Managers is a web-based experience that enables managers to build the skills to have rich career dialogue with their direct reports and to inspire meaningful action:

- LISTEN: be curious...learn your employees' interests, values and skills.
- LEVEL: be clear...offer candid, honest feedback.
- LOOK AHEAD: be strategic...anticipate change/future trends and examine the implications.
- LEVERAGE: be flexible...consider multiple options for employees within the organization.
- LINK: be action focused...create connections that support growth.

OUTCOMES

When participants complete this experience, they will be able to:

- Use a dialogue structure for career conversations.
- Offer 'reality check' feedback and guidance regarding professional reputation.
- Identify organizational and individual benefits of career coaching.
- Help employees explore multiple strategies to enhance career satisfaction and success.
- Tailor their coaching approach to meet individual employee needs.
- Apply a process that encourages ongoing career development accountability.



Based on concepts from *Up is Not The Only Way* by Beverly Kaye

Career development and learning continue to rank among the top three drivers for employee engagement and productivity. But employees need to learn that their manager is not responsible for managing their career ...only their work. And managers need to learn their role is to support the development process - to be a sounding board and provide counsel. Good career coaches build strong, committed, and productive teams.

"Employee development has emerged as a pre-requisite to achieving our vision. By providing opportunities for growth and development, we can compete successfully for the best employees and compete in the marketplace for the most profitable customers."

– Fortune 500 Financial Services Client

