



# CAREER DEVELOPMENT

## ABOUTCSI

Career Systems International (CSI) has been a key player in the learning and development industry since its inception over 35 years ago when our founder, Dr. Beverly Kaye, wrote the groundbreaking book *Up is Not the Only Way*. That book established career development as an area of practice and CSI as the foremost authority in the industry. Several years later, Dr. Kaye co-authored *Help Them Grow or Watch Them Go* and the best-selling book, *Love 'Em or Lose 'Em®* which is the basis for CSI's highly successful practice on employee retention and engagement. All along the way, CSI has, and continues to pursue, innovative and creative ways to help organizations solve their greatest talent challenges through career development, employee engagement and retention, coaching, microLearning and consulting solutions.

Our work is governed by three guiding principles: our solutions must be deceptively simple, delightfully engaging, and deliberately flexible. And once we satisfy those principles, it's all about creating hard core impact and measurable results. Core to all of our areas of practice is a simple yet powerful learning element – conversations. Don't be fooled by the simplicity of this concept; it's those very critical conversations that ignite vital connections between employees, managers and the organization as a whole. And clients have confirmed time and time again that they get powerful results when they create a strong voice for their people in a very noisy surround-sound world.



CAREERPOWER® CLASSIC AND CAREERPOWER® CLASSIC FOR MANAGERS

A flexible suite of career development offerings designed to help you build and sustain a talent-focused culture. They enable employees to take charge of their own development and commit to taking powerful career action. Managers utilize a proven model and a practical set of skills to support their employees' self-directing careers through career conversations. Both are offered as facilitated learning experiences or as online learning solutions.



CAREERPOWER® 3.0 AND CAREERPOWER® 3.0 FOR COACHES

These offerings transform employee entitlement to one of empowerment as individuals become Self Powered Careerists and Coaches learn a practical method (Appreciate, Advocate, and Activate) to support them. Offering the ultimate in flexibility, this learning suite provides expert content that both individuals and career coaches experience in a rich, self-discovery and action-learning style 'live'.



HELP THEM GROW OR WATCH THEM GO

Based on the best-selling book by the same name, this offering is designed to help managers focus on how to make the most of career conversations with their employees. As a stand-alone event or as a follow-on to one of CSI's other career development programs, managers learn to use a practical framework to build, practice and polish development-focused conversation skills.



GROWHERE® CAREER PORTAL

Supports both employees and managers by providing interactive, research-based career tools and resources to improve performance, strengthen development conversations, increase employee engagement and drive business agility. Using a scenario-based approach toward career development, the portal presents common career situations for both employees and managers and directs users to specific tools and relevant resources based on actual need.





# ENGAGEMENT & RETENTION



## LOVE 'EM OR LOSE 'EM®

This offering helps managers understand (and own) their role in retaining and engaging talent. They will develop critical skills to unleash the full potential and capabilities of their direct reports and walk away with a sound process to follow. Offered as a facilitated learning experience to build managers' competence and confidence.



## LOVE 'EM OR LOSE 'EM® @ WORK PORTAL

This online, subscription-based portal deepens and accelerates *Love 'Em or Lose 'Em*® workshop learnings. It provides hundreds of practical

sustaining activities, self-reflections, resources, tips and tools to support managers in their efforts to engage employees on an ongoing basis.



## SATISFACTION POWER®

A unique, half-day learning experience designed to help employees find more satisfaction in their current job. Using the concepts and strategies of *Love It, Don't Leave It: 26 Ways to Get What You Want at Work*, individuals learn that they have a role in finding more satisfaction at work.



## HELLO STAY INTERVIEWS

Based on the best-selling book by the same name, this offering is designed to help managers focus on how to make the most of stay interviews with their employees. As a stand-alone event or as follow-on to one of CSI's other programs, managers learn to use a practical framework to build, practice and polish their stay interview skills.

## SOLUTION-BASED COACHING



Based on our proven solutions, a simple and practical framework is provided to help you embed engagement and career development into the fabric of your organization. Our coaching model focuses on creating and sustaining critical coaching conversations inside organizations to ignite vital connections between employees, managers and the organization as a whole.

## MICROLEARNING



These solutions are designed to help leaders and employees have real-time, real-world and relevant conversations leading to high engagement, commitment, growth, performance, and productivity. Whether used to introduce or support a larger career development or employee engagement strategy, to sustain those strategies, or to jumpstart conversations that engage, develop and retain talent, we offer 1-2.5 hour learning experiences and resource libraries in the area of career development and employee engagement/retention.

## CONSULTING



There are no magic bullets or one-size-fits-all solutions. Which is why we developed the TalentEdge™ approach – a proven 6-step process to provide integrated and tailored solutions that align to your unique organizational needs. Our consulting services will help define, address and measure your most critical talent management needs and desired outcomes.



[www.CareerSystemsIntl.com](http://www.CareerSystemsIntl.com) - 1.800.577.6916