Take Charge of Your Career Development

Rachel Walden
Global Talent Development Manager
CFO asks CEO:

“What happens if we invest in developing our people and then they leave us?”
Investing in employee’s development has been shown to:

- Increase safety culture and decrease safety incidents
- Increase visibility of development gaps
- Improve productivity, efficiency and quality of work
- Decrease employee absence, voluntary attrition and turnover
- Promote good company reputation
- Increase morale
- Build trust and investment back into teams

CFO asks CEO:

“What happens if we invest in developing our people and then they leave us?”

CEO:

“What happens if we don’t, and they stay?”

PeterBeeklund.com
Agenda

- What and Who?
- Market Trends
- Managing Change
- Personal Strategies
- Discussion
Join the Dots Using Four Lines
Join the Dots Using Four Lines
Did you know?

Career Ladder

Career Lattice

Promotions 9243
Transfers 20861
Who is responsible for Career Development?

**COMPANY**
- Develop infrastructure: process, technology, & people
- Create a culture of employee development
- Communicate expectations transparently
- Hold leaders accountable

**MANAGER**
- Define job profiles
- Provide coaching
- Assess performance, potential, fit and readiness
- Identify development opportunities
- Provide candid feedback

**EMPLOYEE**
- Identify career goals
- Maintain profiles
- Demonstrate core values
- Take ownership and work towards career objectives
- Build and leverage networks
- Take advantage of development opportunities

**HR**
- Provide tools and resources
- Facilitate the process & provide coaching
- Provide development opportunities (training programs, etc.)
- Integrate with talent management philosophy & programs

*Dynamic career growth is employee owned, leader enabled and organizationally aligned and supported.*
Global Trends-stresses on workforce

1. Fast Changing market
2. Fast-changing technology
3. Demographic shift
4. Transparency and individualization

How are you adapting?
To manage the ups and downs, your own & others’…

...and to help yourselves make the transition

Reference: Elizabeth Kubler-Ross
Reference: Managing Transitions, William Bridges
Resilience (or resiliency) is our “ability to recover from or adjust easily to misfortune or change.”

There are three essential elements to resilience:

“I have not failed. I’ve just found 10,000 ways that do not work.”

Thomas Edison, American Inventor

Dr. Suzanne Kobasa, City University, New York
There are three areas that you should focus on in order to develop your resiliency:

- **Social**—focus on developing meaningful connections with others
- **Mental**—focus on maintaining a positive outlook and achieving goals
- **Physical**—focus on eating healthy and getting good rest and exercise
Make the Talent Cycle Work for You

PERFORM

CONNECT

DEVELOP