

Design: 2-4 hour sessions; highly interactive; flipped learning design

Overview of the Developing Talent Series:

Many employees move through their careers on autopilot and then wonder what happened, why they did not “get ahead” faster or at all. Career development takes thought, intention and action. This series focuses both on employees who want development and their supervisors and managers who can develop them. We talk about the importance of feedback for learning and development: how to ask for it, receive it well and give it tactfully.

For Employees

Discovery: The Career Development Journey

- Questions and Reflections
- Becoming a “Go-To” Person
- The value of Self-awareness

Diving Into Your Career with Intention

- Defining Failure
- Types of Confidence
- Assembling your Pit Crew

Demonstrating Your Value

- Levels of Contribution
- Meaningful Metrics
- Networking vs Relationship Building

Presenting and Presence

- Defining “Presence”
- Communicating Clearly and Persuasively
- Formal and Informal Presentations

Standing Out the Right Way

- Dress and Deportment
- Finding Your Voice
- Feedback to Fuel Growth

Disrupt Yourself

- A Fresh Look at Career Obstacles
- Applying a Disruptive Innovation approach
- Appreciating Course Deviations

For Supervisors

The Gift of Feedback – Part 1

- Assessing for Development
- Separating performance from development
- How to deliver feedback well

The Gift of Feedback – Part 2

- Motivating your team for learning and growth
- Creating a Learning Culture in Your Team
- When YOU ask for feedback

Customization Options:

We can adjust this series to meet your business needs: frequency of sessions, length and depth of sessions, virtual or in-person format.

Sustaining the change: We strongly recommend individual or group coaching during or at least after this series to help participants embed their new practices into habit. We offer multiple combinations of coaching for sustainment.

Grace Partners, LLC Sarah Spengler, MSOD, Principal

216-392-9643

sarah@gracepartnersllc.net

www.gracepartnersllc.net

3423 Tullamore Rd. Cleveland Heights, OH 44118