

# Grow the People: Essentials in Employee Development

## *The Manager's Role*

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Objectives: After this one-day course, the participants will be able to

- Identify the three components of employee development
- Apply the three components of employee development to their personal development efforts and the development of their direct reports
- Conduct powerful conversations for development at the personal, process, and company level for the business benefit of your firm
- Integrate existing development assessment, training, evaluation, and development resources and systems available at your firm for use in developing their direct reports and others.
- Plan for the next steps for your firm to make “Grow the People” a systemic change in the culture and environment



### Agenda

- Introductions: Conversations for Development
- The Three Components of Employee Development in Organizations
- Conversations for Development: A Personal Learning Journey Presentation
- Assessment for Development
- Challenges for Development
- Support for Development
- Action Planning and Next Steps

### What to Expect

1. Expect to discuss and debate the characteristics of employee development best practice and their applicability to your firm
2. Expect to be challenged to discern your role and responsibility as a leader in the development of your people toward business value, customer loyalty, and employee engagement
3. Expect to connect the goals and objectives of employee development to your strategic goals
4. Expect to debate the conventional wisdom and the research findings that show best practice in employee development
5. Expect to explore be challenged to “connect the dots” of performance appraisal, hiring, coaching, feedback, resource assignment, training, and the use of existing HR tools and processes. Expect to want to do more to help.
6. Expect to define our next steps at a personal, BU, and company levels to build an employee development culture for your firm.