Pre-Session Correspondence

Dear

Thank you for registering for the upcoming [LIVE/VIRTUAL] workshop, Developing Multidimensional Careers: Beyond, Between, and Besides Promotions, scheduled for [DATE] from [XX to XX].

We are offering this workshop because [ORGANIZATIONAL RATIONALE]. It’s designed to update your approach to career development so you can offer the meaningful opportunities for growth that employees want. You’ll leave with personal insights about your own development as well as new strategies and tools that you can immediately put into practice with your team.

To get the most from this workshop, please commit less than 15 minutes to a short pre-work assignment. Simply complete the self-assessment that you can find at <https://www.juliewinklegiulioni.com/book/promotions/assessment/> and review the emailed results. Be sure to bring your report to the workshop.

Thank you in advance for being part of this exciting learning opportunity. If you have questions or concerns, please contact: DETAILS

**Session Description**

The time-honored tradition of defining career development exclusively in terms of promotions, moves, and title changes is dead. What lives on, however, are unrealistic expectations from this outdated mindset, leaving employees disengaged, managers disempowered, and organizations disadvantaged as they struggle to retain talent. The time has come to finally shed yesterday’s limited view of career development and find ways to enable the growth people and organizations need today.   
  
The good news is that beyond, between, and besides the climb up the corporate ladder, there are countless other ways that employees want to grow. This session focuses an easy-to-apply, research-based multidimensional career framework. This updated framework features seven alternatives to promotions — contribution, competence, connection, confidence, challenge, contentment, and choice — all of which offer powerful ways to grow that, unlike promotions, are completely within your control as a manager.   
  
By attending this session, you’ll expand how you define career development and help others do the same thing, moving beyond old one- and two-dimensional views to embrace a possibility-filled multidimensional approach to career development.

**What You’ll Learn**

* The causes and implications of today’s most confounding career development disconnect
* Seven viable and valuable alternatives to growth beyond promotions/positions
* Your own personal interests and priority development dimensions
* How to cultivate career conversations that promote relevant, available development
* Creative, cost-effective, and reality-based experiences that help employees address development dimensions of interest
* How to work with employees who remain focused on promotions