

Careers develop differently today... too frequently leaving employees disappointed, managers frustrated and organizations scrambling. What's needed is a new definition, new cadence and new skills to unleash unbeatable growth, employee engagement, retention, and results.

This is the concept behind the international bestseller, *Help Them Grow or Watch Them Go: Career Conversations Employees Want*, and the e-Grow learning solution based upon it.

Custom learning helps your leaders and employees reconceive career development in today's evolving workplace, build development into the daily workflow, and acquire the new skills required to engage in meaningful conversation and planning to support ongoing growth.

Tailored formats include custom keynote speeches, instructor-led workshops, webinars, and e- and microlearning. And the centerpiece of the system is the flexible e-Grow platform, filled with content-rich, bite-size audio, video, text, and activity-based resources that turn new skills into habits.

This is what you can expect when your organization embarks on this learning journey.

See dramatic development results when leaders learn how to:

- Re-conceive “career development” in today's evolving workplace
- Overcome common personal and organizational barriers to authentic development
- Connect with the key role leaders play in helping others grow
- Experience the power of short career conversations
- Demonstrate the interplay among questions, curiosity, and transfer of ownership
- Seize career conversation opportunities through cue sensitivity
- Engineer development experiences for continual, meaningful growth

Watch employees take charge of their own careers when they learn how to:

- Explain the business and personal case for career development
- Describe the new career landscape
- Use a three-part framework to understand themselves, their environment, and the opportunities that may exist for them
- Generate possible in-role development activities to move toward their picture of career success

