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Developing Multidimensional Careers: Beyond, Between, and Besides Promotions

Overview

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 What lives on, however, are unrealistic expectations from this outdated mindset, leaving employees disengaged, managers disempowered, and organizations disadvantaged as they struggle to retain talent.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 workshop focuses on 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 a manager's control.

By attending this 4-hour interactive learning experience, managers will be able expand how they define career development and help others do the same thing as they move beyond old one- and two-dimensional views to embrace a possibility-filled multidimensional approach to career development.

Learning Outcomes

After completing the workshop, managers will be able to:

- Describe today's confounding career development disconnect and implications.
- Assess personal interests and priority development dimensions (using online assessment).
- Describe seven alternatives to growth beyond promotions/positions.
- Cultivate career conversations that promote relevant, available development.
- Engineer creative and cost-effective development experiences that help employees address development dimensions of interest.
- Interact effectively with employees who remain focused on promotions.

Learning Approach

- Contemporary, relevant, research-driven content based upon the Amazon bestseller, *Promotions Are SO Yesterday: Redefine Career Development. Help Employees Thrive*.
- Highly interactive with a focus on discovery, exploration, and peer engagement.
- Self-reflection and calibration via the digital Multidimensional Career Self-Assessment and individual summary report.
- Real-world application using a robust web-enabled case study.
- Quick pace and variety of activities (Individual work, paired engagement, small group exercises, and large group discussions/brainstorming) appeal to multiple learning styles.
- Menu of follow-up activities ensures translation of skills and knowledge to the job.
- Supplemental Multidimensional Career Development: Your Coaching Role materials.
- Accommodates 15-25 in a 4-hour workshop.

Structured for Flexibility

Understanding the multitude of ways organization wish to deliver learning, this workshop was designed 'virtual-first'; and yet it works equally well when facilitated live and in-person.

Customization

This workshop was designed for (and has been tested extensively) with various management levels within a range of industries. Even so, some clients may desire changes to program materials, and this can be easily accommodated. Options include:

- Level 1: Cosmetic, branding adjustments to companion guide and facilitator guide can be accomplished with limited investment.
- Level 2: More significant changes to content, flow, examples or the web-enabled case study can be scoped and delivered based upon consultation with the client.



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