

Charting Your Growth

Growth Week 2025
Employee Session



Breakout Session

Where do you want your career development to go?

I don't know	I know but, I don't know how to get there	I know what I want and have a plan
• What is a task that energizes you at work? • What are you good at? • What experiences do you want to have? • What task(s) drain you?	• Brainstorm on a few skills you are going to have to either sharpen or learn. • Identify resources to help you acquire/grow the identified skills.	• Share what's worked for you and other best practices. • Share roadblocks that you had to overcome.



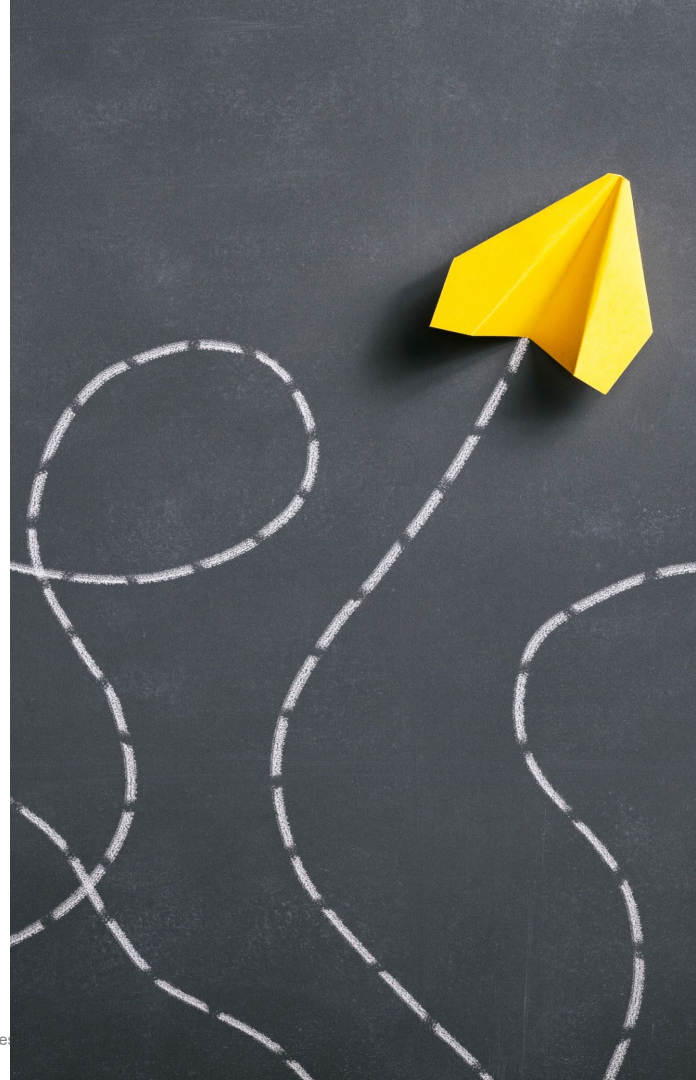


Agenda

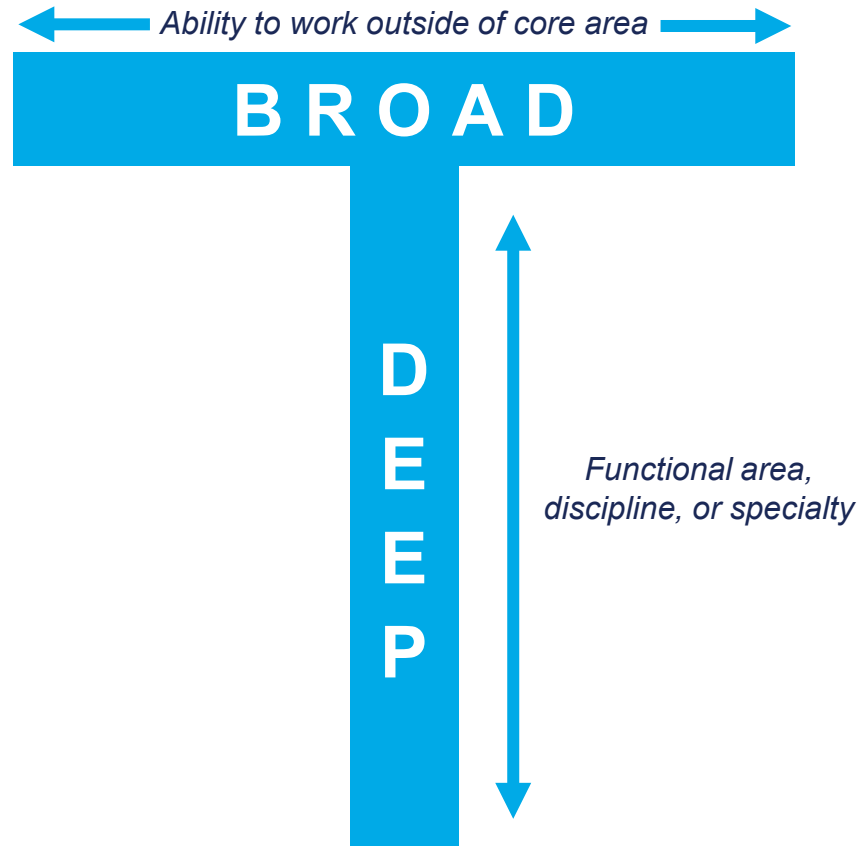
- What is Career Development?
 - T-model of learning
- The Shared Responsibility of Career Development
 - the employee's role
 - the manager's role
- Guiding Resource

What is Career Development?

- Progression
- Lifelong Process
- Managing Professional Life
- Ongoing Support
- Organization Support
- PERSONAL



T-Model of Learning



An Employee's Role in Career Development

- Own your journey—be proactive
- Embrace learning and seek challenges
- Ask for feedback and reflect often
- Set goals and track your progress
- Leverage mentors, peers, and resources

94% of employees say they would stay at a company longer if it invested in helping them learn and grow. - *LinkedIn Workforce Learning Report*



How?

- 👤 Start the conversation with your manager
- ⚡ Identify what energizes—and drains—you
- 💪 Use your strengths to tackle challenges
- 📖 Explore learning opportunities
- 🔄 Reflect, adapt, and keep moving forward



A Manager's Role in Career Development

- Provide Guidance
- Support Employees in Their Learning Journeys
- Remove Obstacles
- Offer Feedback
- Connect to Resources
- Advocate

“Employees who feel their manager is invested in their development are 3x more likely to stay with the company.” – Gallup



How?

- 🔍 Help employees identify strengths and growth areas
- 📄 Support the creation of development plans
- 💬 Provide regular, actionable feedback
- 🎯 Celebrate progress and milestones
- 🍌 Encourage ownership of development
- 🌐 Connect them with people and resources

“My manager (or someone in management) has shown a genuine interest in my career aspirations”

87% Favorability

Resources

- [Career Development Conversation Employee Guide \(PDF\)](#)
- Microlearnings in Blue Ocean Brain

Upcoming Skillsoft **Live Leadercamps** in DIG

- July 15: Leadercamp: [Sink or Soar—Thriving as a First-Time Manager](#)
- July 24: Leadercamp: [AI-Powered Innovation—Five Ways to Guide Positive Change](#)
- August 7: Leadercamp: [Perfecting Your Elevator Pitch](#)
- August 12: Leadercamp: [All About You - Building Self-Belief, Self-Confidence, and Self-Esteem](#)
- August 19: [Leadercamp: Building Self-Management and Resilience](#)
- Sept 4: [Leadercamp: Active Listening](#)

Questions / Thank you