


Career Growth

 2 hours

Innovative, fast-growing organizations are constantly changing. This organizational reality means that there are rarely predictable "career ladders" to climb. Instead, career growth is more like rock climbing. It requires employees to collect a variety of skills and experiences and drive their development without expecting their manager to tell them how to grow. In this workshop, we teach the three things that research shows makes the biggest difference for individuals who successfully grow their careers: they understand their own strengths, they cultivate a diverse network, and they proactively build their skills.

Membership:

- Skill Up
- Level Up
- Lead Up

Private Programs:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- Senior Leader CORE 1 Add on
- Senior Leader CORE 2 Add on
- Company Wide Initiatives

During this workshop, participants will:

- Experience a mindset shift about career growth (from ladder climbing to rock climbing).
- Identify their personal career priorities.
- Complete a series of exercises to discover their strengths, energizers, and opportunities for development.
- Identify gaps where they can build skills that support the team and organization.
- Discover opportunities to increase the diversity and openness of their network.
- Develop a plan for growth using the 3Es Model (Experience, Education, Exposure).

After this workshop, participants will:

- Proactively identify opportunities to grow their careers.
- Communicate their motivation and work interests to their manager.
- Increase their social capital by diversifying their social network.
- Identify skill development opportunities that benefit the team and/or company.
- Make a case for taking on a stretch assignment.

