



Inspiring career conversations

In a dynamic market, retaining and developing top talent is instrumental to ensuring organisational success. In this highly interactive workshop, managers will gain insight into how to inspire and motivate their teams by creating clear line of sight between company and personal goals. They will explore the power of giving meaningful feedback and holding career conversations which ultimately drive the retention and engagement of their team.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

Finding the hook

- Understanding individual motivators
- Identifying personal strengths

Holding the conversation

- Providing constructive feedback
- Creating an aligned career plan
- Developing milestones

Turning plans into action

- Creating a bespoke development plan
- Enabling personal and peer review
- Measuring success

Participants will learn to...

- Explore answers to the key questions high performers will pose
- Understand intrinsic motivators and how to influence them
- Map roles to individuals' strengths and stretch zones
- Provide candid feedback which enables the development of skills and behaviours
- Create impactful development plans which deliver results
- Keep career conversations evolving and relevant