

Help Them Grow or Watch Them Go!

*A Conversational Webinar
with Dr. Beverly Kaye*

Virtual Engagement Forum
December 7, 2023



Dr. Beverly Kaye
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Employee Immobilizers

My manager isn't interested.

I don't see any real possibilities for myself.

These conversations go nowhere.

I really don't know what I want to be.

I'm completely comfortable, thank you.

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My Aim

Understand the business case.

Cause a pause to reflect on your own career.

Disrupt your thinking about career growth.

Spark action for immediate talent talks.

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HINDSIGHT

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It's about self-awareness.

Skills

What have you always been naturally good at?

Interests

What tasks get pushed to the bottom of your "to do" list?

Values

What makes for a great day?

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Immobilizing Myths

Myth 1: Not Enough Time

Myth 2: Protect Status Quo

Myth 3: Not My Job

Myth 4: Big expectations = big disappointment

Myth 5: Only for Hi-Po's

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HINDSIGHT

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It's also about the views of others.

Abilities

What can you always count on me for?

Blind Spots

How might my strengths work against me?

Conditions

Under what settings do I make my best contribution?

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1. The most significant change I've seen in our organization is...
2. I predict that the next big thing will be...
3. Our business could be disrupted if...

FORESIGHT



*What's changing?
With what impact?*

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Imagine an organization where managers made the most of what they do control... opportunities to grow on the current job?

What if this became as attractive as other options?

INSIGHT



Having goals and a plan.

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INSIGHT



Having goals and a plan.

Say Goodbye To:

- The Career Ladder
- Limiting Career Paths
- Leaving personal life at the door

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“You don't have to have all the answers.
But, what's **not** negotiable is that you have the questions.”

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Climbing Wall Wisdoms

Wisdom 1: The top doesn't have to be the goal.

Wisdom 2: There are countless ways to get from point A to point B

Wisdom 3: Sometimes it requires a move down the wall a bit.

Wisdom 4: You can choose safer or riskier moves.

Wisdom 5: You can grow right where you are.



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Growing Your Business Means Growing Your People!

Thank you!

www.bevkaye.com



<https://bit.ly/BKA-Virtual-Engagement>

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