

Introduction to DevelopmentWorks®

One-Day Workshop

WHAT IS IT?

A one-day workshop that gives employees the tools they need to take responsibility for their ongoing development—on the current job or aimed at future positions. DevelopmentWorks®, a web-based tool, is used as both a pre-course assignment and for the ongoing creation of development plans. Employee development that benefits the organization while raising employee satisfaction and commitment is the principal emphasis.

WHAT DOES THE ORGANIZATION GET?

- Employees committed to growth and development oriented toward organizational goals, while addressing the employees' own career needs.
- A tool for communicating development goals effectively between manager and employee.
- Development organized around individual and organizational goals.

WHAT DO PARTICIPANTS GET?

- The most comprehensive career assessment available in an easy-to-use, self-directed format.
- Suggestions for appropriate career choices in the organization based on the assessment.
- Guidance in smart career strategies within the organization.
- Realistic contribution-based development planning.



WORKSHOP MODULES

FUNDAMENTAL PRINCIPLES

Reviews the foundation principles of effective development and career planning.

THE CAREER MANAGEMENT PROCESS

Teaches the steps necessary for powerful career management.

ASSESSMENT REVIEW

Analysis of results of pre-course assignment. Review of key assessments from DevelopmentWorks® to provide in-depth understanding of how they affect career and development choices.

INVESTIGATION

Presents the best strategies for long-term career planning; emphasizes individual responsibility for determining development needs that fit organizational needs. Includes understanding how to search for problems, needs and challenges that have the most attraction and potential for individual contribution and career success.

MATCHING

Demonstrates the process for creating alternatives; accesses suggestions based on user career assessment.

USING DEVELOPMENTWORKS®

Demonstrates most effective use of the DevelopmentWorks® system and prepares participants for ongoing use of the Development Planner for writing effective development plans after the workshop.

LOGISTICS

- One-day workshop
- Pre-course assessment assignment from DevelopmentWorks®
- Customized to organization
- Up to 20 participants.
- CDT Trainer, or train-the-trainer with license for delivery by your trainers

