



The Need to Grow

Employees want to grow. In fact it is one of the main drivers of engagement at work. When employees feel like they are growing and being developed they are more likely to stay and apply themselves. There are several ways in which you as a manager can develop your people. Many of them do not cost any money and do not take a lot of time.

Use this exercise below as a starting point to examine your current development efforts of your staff. Try and identify some of the skills and behaviors that each of your direct employees need to grow in next in order to elevate their performance.

Employee	Skills What skills do they need to pick up?	Behaviors What behaviors do they need to adopt or improve in order to perform their role more effectively?	Training Options Send them on a course, coaching, The 7-Minute Coach model, mentoring, Online course, books etc.

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As you think through the list, which one of your employees will you choose to initiate some type of training or development? Set up a meeting with them this week in order to discuss this.