

DEVELOP

The Neuroscience of Career Conversations™



Build a Culture of Feedback

DEVELOP improves long-term growth conversations by helping managers understand their people, inspire growth, and partner with employees to be their best. Through a suite of brain-based tools, this program will teach managers three simple habits to apply at the beginning, middle, and end of long-term growth conversations:

REFLECT TO UNDERSTAND

Promote self-awareness and openness

EXPAND THE CONVERSATION

Bring focus to a higher level

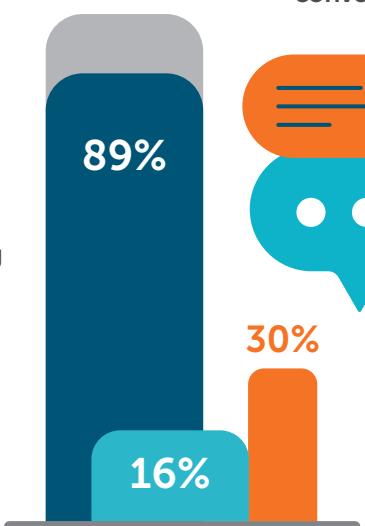
PARTNER PROACTIVELY

Identify next steps and continue to support

Impact of Career Conversations

While 89% of employees say that regular career conversations would motivate them to seek internal roles within an organisation, only 16% say they have these types of conversations with their managers. Furthermore, only 30% of managers feel confident having growth conversations with their people.*

Research suggests that this is because career conversations are one of the most challenging types of conversations to have at work. However, research also shows that when employees have someone at work who is encouraging their development and growth, profitability and employee retention increase.**



Ask the Right Questions

Growth conversations can feel hard not just because a manager can't always promote people but also because they are personal, abstract and future-focused, all of which can feel uncomfortable. Instead of expecting to have all the answers, managers can shift to partnering with their team member to find the answers.

It turns out it's all about asking the right questions in career conversations. By changing the focus to asking questions:



- The conversation becomes more comfortable for the manager and the employee.
- Strengths and motivations are uncovered, leading to a better employee-role fit.
- Thinking is lifted and focus is directed on the future and broader options.
- Long-term growth is supported when the manager and employee partner with each other.

* Right Management, 2016

** Gallup Inc., 2017



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Solution Overview



Research Summaries
for a deeper dive into the brain science



Practice Tools
to support habit formation through practice



Guides
for guided application to real workplace scenarios



Activities
for long-term sustainment and learning

Distributed Learning Solution (DLS):

Bite-sized video content delivered across four weeks to thousands of managers at a time

High Impact Virtual Experience (HIVE):

Three 90-minute sessions using NLI's HIVE (High Impact Virtual Experience) methodology, impacting hundreds to thousands of participants

In-Person Workshop:

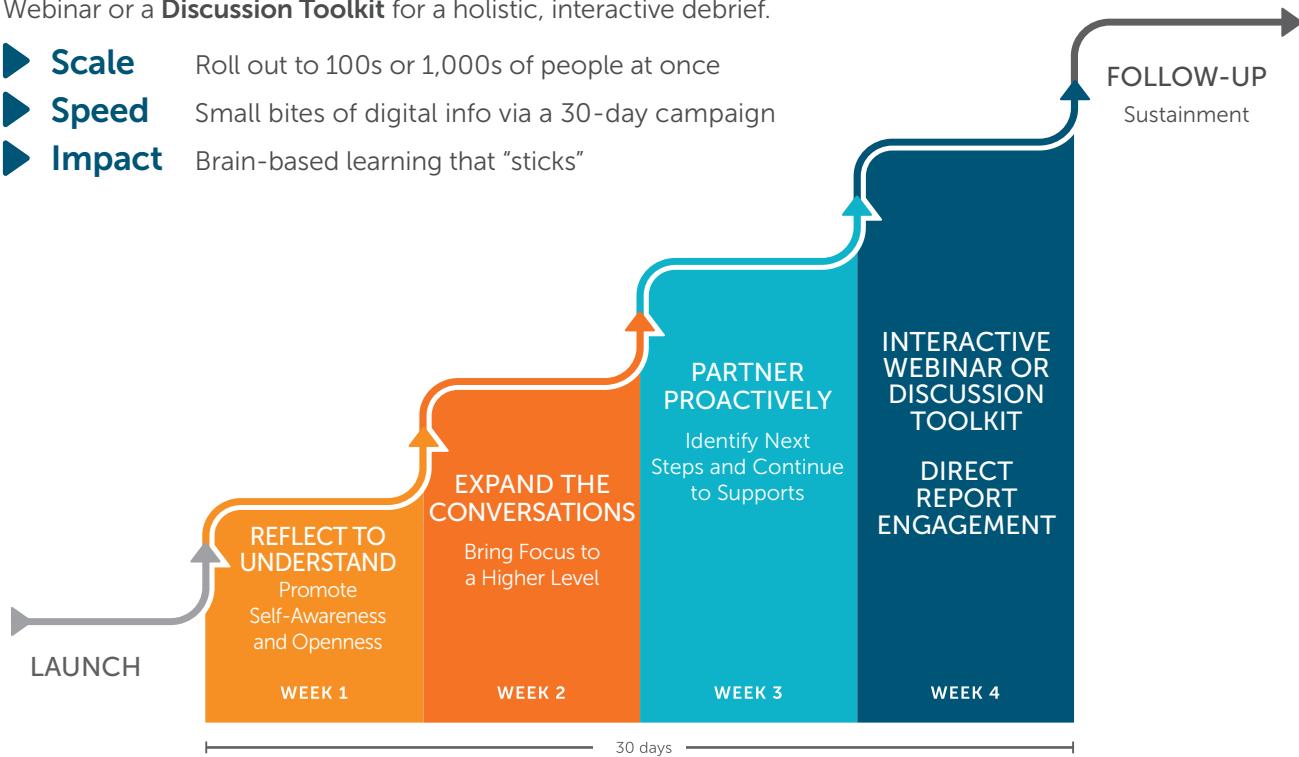
Expert-led, generative learning experiences, offered as a full-day session with tailoring options to fit your organisation's needs

30 Days to Integrate

The **DEVELOP** Distributed Learning Solution seamlessly integrates into your organisation and turns these essential skills into sustainable habits.

Get **5-Minute Research Videos** for an overview of the core content and a Live Webinar or a **Discussion Toolkit** for a holistic, interactive debrief.

- ▶ **Scale** Roll out to 100s or 1,000s of people at once
- ▶ **Speed** Small bites of digital info via a 30-day campaign
- ▶ **Impact** Brain-based learning that "sticks"



For more information



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