

Identify one professional development program your organization has invested in and reflect on its effectiveness. Then, share your analysis with someone near you.





Using Employee Development to Attract and Keep Employees



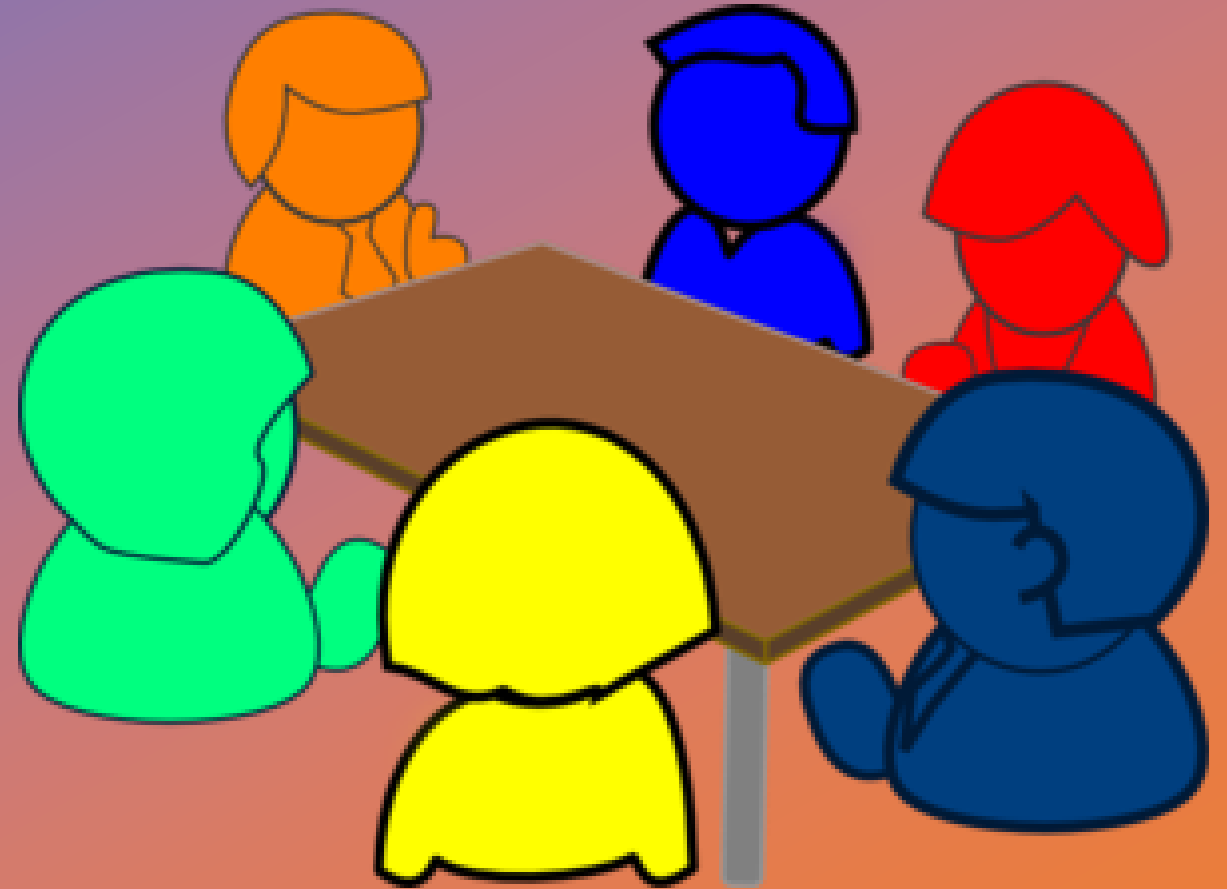
Identify one employee
development idea to use
at your organization



What is employee development?



At your table, discuss, then define ED. Write your definition on a flip chart.



a process of improving employees' existing competencies and skills and developing newer ones to support the organization's goals.



A close-up photograph of a hand watering a small green plant in a pot. The hand is on the right, with water droplets falling from the fingers. The plant has several bright green leaves and is growing out of dark soil. The background is a soft, out-of-focus green. The text "Benefits of Employee Development" is overlaid in white, centered, with a white underline under the word "Development".

Benefits of Employee Development

Performance Improvement



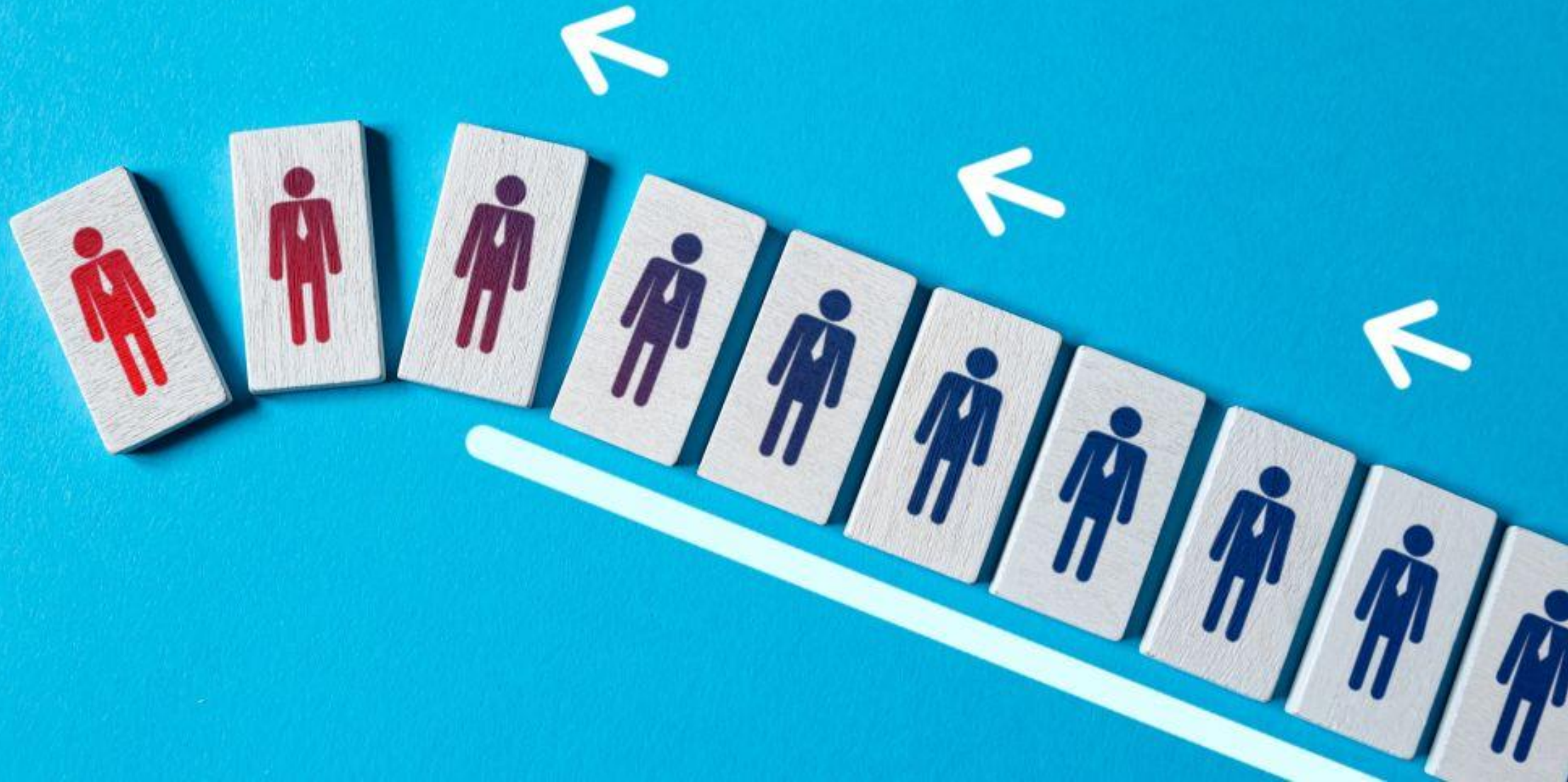


Better handle on unexpected situations

helps attract new employees and
improve loyalty



Increase engagement and reduce turnover



Save money via retaining employees



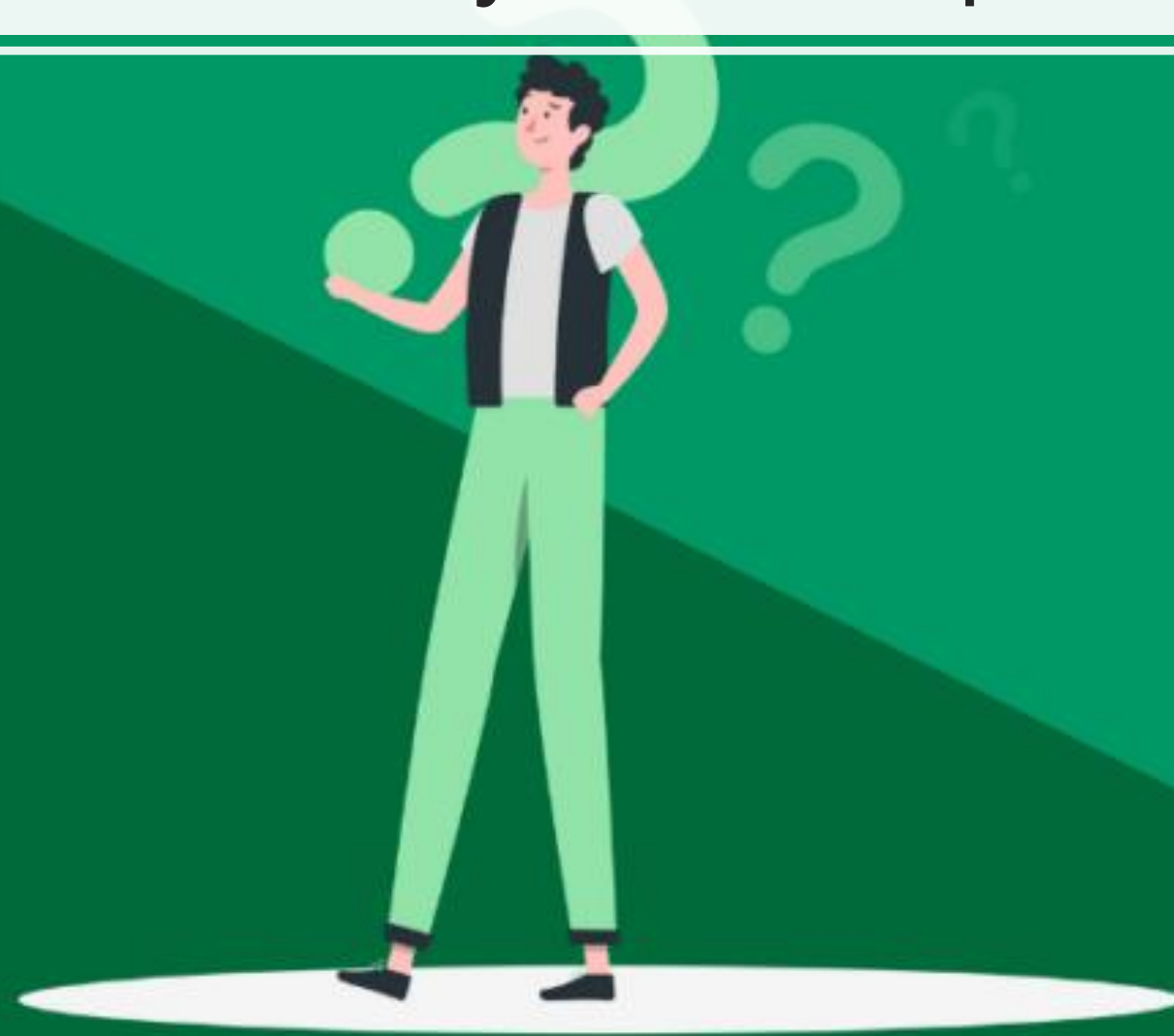
Attract better talent





Help grow potentially good employees into great leaders

Reflective activity: Pass the question



Pass the Question



If you were asked to write a test question on what we've shared so far, what question would that be?



Take a minute and write your question on one of the index cards on your table.



Then, exchange cards with someone near you to.

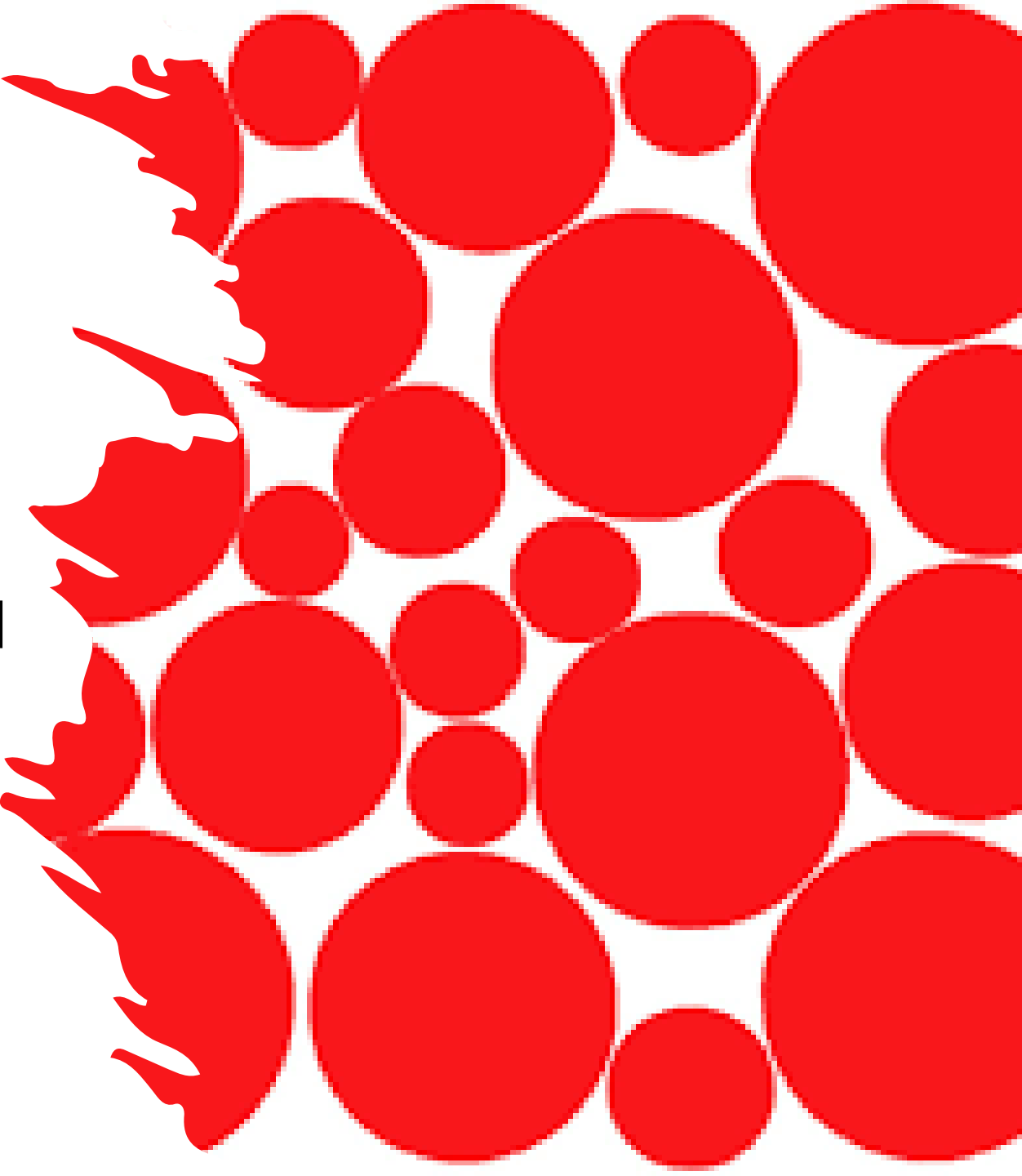


Now, answer each other's question.

Methods of Employee Development



Use the red dots at your table to highlight the three employee development methods most used by your organization.



Before you decide to invest in employee development





Evaluate your organization
and its long-term goals



Create employee specific plans



Provide development offerings



Evaluate your efforts





Solicit feedback



Write a one-sentence summary of your major take-away and how you plan to use it. Share your summary with your table mates



References

- <https://builtin.com/company-culture/employee-development>
- <https://www.valamis.com/hub/employee-development>