# Developing Career Paths to Enhance Employee Engagement Training Course



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Lisbon

4500 € (Per Person)

Ref: #TDD7269_189805

## Course Introduction / Overview:

In today's competitive landscape, employee retention and engagement are paramount to organizational success. This training course provides a comprehensive framework for designing and implementing robust career development programs that directly boost employee morale, motivation, and loyalty. Moving beyond theoretical concepts, this program delves into the practical mechanics of creating clear, actionable, and inspiring career paths for employees at all levels. We will explore the foundational principles articulated by experts like Beverly Kaye, co-author of "Love 'Em or Lose 'Em: Getting Good People to Stay," who emphasizes the critical role of career conversations in retaining top talent. Participants will learn how to align individual aspirations with strategic business objectives, fostering a culture where professional growth is not just encouraged but systematically supported. BIG BEN Training Center has designed this course to equip leaders and HR professionals with the tools to build a highly engaged workforce, transforming the workplace into an environment of opportunity and long-term commitment, thereby reducing turnover and enhancing overall productivity.

## Target Audience / This training course is suitable for:

- Human Resources Managers and Professionals.
- Learning and Development Specialists.
- Talent Management and Organizational Development Practitioners.
- Department Heads and Senior Managers.
- Team Leaders and Supervisors.
- Executives and Business Owners.
- Anyone responsible for employee development and retention strategies.

## Target Sectors and Industries:

- Information Technology and Telecommunications.
- Banking, Finance, and Insurance Services.
- Healthcare and Pharmaceutical Industries.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Professional Services and Consulting.
- Governmental bodies and Public Sector Organizations.
- Non-Profit and Educational Institutions.

## Target Organizations Departments:

- Human Resources Department.
- Learning and Development Department.
- Talent Management and Acquisition.
- Operations and Line Management.
- Strategic Planning and Corporate Development.
- Any department with responsibility for managing teams.

## Course Offerings:

By the end of this course, the participants will have able to:

- Design and implement structured career pathing frameworks within their organization.
- Conduct effective skills gap analysis to identify development needs.
- Create personalized Individual Development Plans (IDPs) for employees.
- Link career development initiatives directly to employee engagement metrics.
- Foster a culture of continuous learning and professional growth.
- Equip managers with the skills to conduct meaningful career conversations.
- Develop robust mentorship and coaching programs to support employee progression.
- Measure the return on investment of career development programs.
- Integrate succession planning with ongoing career development efforts.
- Enhance employee retention rates through strategic talent management.

## Course Methodology:

The training methodology employed by BIG BEN Training Center is designed to be highly interactive, practical, and learner-centric. We believe that adult learning is most effective when it is experiential and directly applicable to real-world challenges. Therefore, this course moves beyond traditional lectures to incorporate a rich blend of learning techniques. Participants will engage in dynamic group discussions, collaborative workshops, and in-depth case study analyses of successful career development programs. Role-playing scenarios will be used extensively to practice crucial skills, such as conducting career conversations and providing constructive feedback. The course encourages active participation through problem-solving exercises and action planning sessions, where attendees can begin to strategize for their own organizations. Our expert facilitators create a supportive and engaging environment, providing personalized feedback and ensuring that theoretical knowledge is consistently translated into practical, actionable skills that can be implemented immediately upon returning to the workplace.

## Course Agenda (Course Units):

### Unit One: The Strategic Link Between Career Development and Engagement

- The foundational principles of employee engagement.
- The psychological contract and its impact on employee loyalty.
- Understanding the high cost of employee turnover and disengagement.
- The evolution of career development in the modern workplace.
- Connecting career paths to the overall business strategy.
- Key theories of motivation and their application to career growth.
- Assessing your organization's current state of engagement and development.

## Unit Two: Designing and Structuring Career Paths

- Conducting a comprehensive skills gap analysis and competency mapping.
- Building a competency framework as the backbone of career paths.
- Designing career ladders versus career lattices for flexibility.
- Creating transparent job roles, responsibilities, and success profiles.
- Integrating technical, professional, and leadership competencies.
- Developing clear criteria for promotion and lateral moves.
- Communicating career path opportunities effectively across the organization.

## Unit Three: Implementing Learning and Development Initiatives

- Crafting effective Individual Development Plans (IDPs).
- The strategic roles of upskilling and reskilling the workforce.
- Establishing and managing formal mentorship and sponsorship programs.
- Leveraging technology and e-learning platforms for development.
- Implementing job rotation, shadowing, and stretch assignment programs.
- Creating a supportive ecosystem for self-directed learning.
- Measuring the effectiveness of different learning interventions.

## Unit Four: The Manager's Role as a Career Coach

- Shifting the manager's mindset from boss to coach.
- Techniques for conducting powerful and motivating career conversations.
- Active listening and powerful questioning skills for managers.
- Providing constructive, future-focused feedback on performance and potential.
- Aligning individual employee goals with team and organizational objectives.
- Helping employees identify and leverage their unique strengths.
- Overcoming common challenges in manager-led career discussions.

### Unit Five: Measuring Impact and Sustaining a Development Culture

- Identifying key performance indicators (KPIs) for engagement and development.
- Using employee surveys and feedback channels to measure progress.
- Linking career development and performance management cycles.
- Building a robust succession planning pipeline.
- Celebrating and recognizing employee growth and development milestones.
- Strategies for embedding continuous learning into the organizational DNA.
- Creating a long-term roadmap for evolving your career development strategy.

## FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

## Something to think about:

How can an organization balance standardized career paths with the need for personalized, agile career development in a rapidly changing work environment?

## What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing on the integration of career development as a core driver of business strategy, rather than a standalone HR function. While many programs cover the "what" of career pathing, we concentrate on the "how," providing practical tools, templates, and frameworks that can be immediately customized and implemented. A significant differentiator is our deep dive into the manager's role as a career coach, equipping leaders with the nuanced communication and coaching skills essential for fostering genuine growth and trust. The curriculum moves beyond generic theories to address contemporary challenges like agile career development, upskilling for the future of work, and creating a culture of internal mobility. Unlike purely theoretical courses, our approach is built on actionable insights, using case studies and interactive workshops to ensure participants leave not just with knowledge, but with a clear action plan and the confidence to execute it, thereby creating a sustainable culture of engagement and continuous improvement.