

Chapter 1 : Developing Employees Who Love to Learn - HBS Working Knowledge - Harvard Business School

"Developing Employees Who Love to Learn provides a clear road map for creating successful learning in an organization. The tools and strategies Honold offers are invigorating and can make the organization heart beat faster.

Getty Images As the CEO of a company that delivers technology focused on hiring success , I know far too well the importance of recruiting and retaining the best employees. A few months ago, I wrote about hiring for the long haul and 6 tips to find candidates who will stay. Each year companies focus time and resources internally to deliver performance reviews, set goals and finalize development plans. For most this is an annual exercise, but the best keep the conversation going throughout the year and emphasize the importance of development by providing real opportunities to grow their teams. While this sounds easy, think about this quote from Marcus Buckingham: Many companies provide access to e-learning on topics including project management, software training and technical skills. Some will also provide reimbursement for their employees to attend professional conferences or certifications externally. Whether you are in any type of leadership role and have responsibility for a team or are looking to take charge of your career growth, here are 7 approaches to development that will deliver the best growth and impact: Stretch assignments and projects. Think about what special assignments might exist in the coming months and who on your team would benefit from serving on a cross-functional team while developing additional skills. Examples could include presentations at team meetings, joining a diversity committee or volunteering. Whether or not your company has a formal mentoring program, start small. Mentoring and coaching provides demonstrated benefits around quality of work, problem solving and communication skills. Job shadowing can be a great way for your employees to learn critical elements of other jobs, while further developing in their own. It is also a great way for employees to more formally explore potential career opportunities internally, yet outside of their current job. Providing an opportunity for your team to move and rotate through one or more positions is another great strategy in employee development. Rotations can last for days, months, or even a year or two. Typically with a lateral move an employee takes on a different position with the same salary grade and similar level of responsibilities. In addition to retaining employees longer, the real benefit of a lateral move provides new challenges and skill development. When executed with the right plan, promoting your employees into a new position is another way to reward great performance, develop skills and increase motivations. In , the Best Companies to Work For by Great Place to Work put employee development as a top priority, more than any other area. I expect this will remain a top priority and a key focus for many organizations over the coming years as we continue to see the landscape for recruiting great talent become even more competitive. Not providing growth and developmental opportunities to direct reports and teams can have a lot of consequences. Probably the most damaging is that they decide to find development elsewhere and leave for another opportunity externally. Feb 2, More from Inc.

Chapter 2 : Video Learning " It Works And Employees Love It

Employees who embrace learning eagerly develop new skills, innovate creatively, and welcome change - the ingredients of success for any organization that wants to stay competitive and meet the challenges of the turbulent 21st century workplace. Developing Employees Who Love to Learn is filled with.

Chapter 3 : Employee Training Software by ProProfs

The Hardcover of the Developing Employees Who Love to Learn: Tools, Strategies, and Programs for Promoting Learning at Work by Linda Honold at Barnes & Specialists - Summer Reading Collectible Editions: Buy 2, Get the 3rd Free.

Chapter 4 : Top shelves for Developing Employees Who Love to Learn

DEVELOPING EMPLOYEES WHO LOVE TO LEARN THE SUMMARY IN BRIEF Imagine a canoe floating down a gently flowing river. Aboard is a man- Developing and maintaining a.

Chapter 5 : How to Develop Strengths in Employees: 14 Steps (with Pictures)

Engaging learning at all levels of the organization 3/19/ "The organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive business advantage," says General Electric CEO Jack Welch.