



**JULIE WINKLE
GIULIONI**

DEVELOPING MULTIDIMENSIONAL CAREERS: BEYOND, BETWEEN, AND BESIDES PROMOTIONS

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As careers have changed, it is time for career development to catch up. The time-honored tradition of defining career development exclusively in terms of promotions, moves, and title changes is dead. What lives on, however, are unrealistic expectations from this outdated mindset, leaving employees disengaged, managers disempowered, and organizations disadvantaged as they struggle to retain talent. The time has come to finally shed yesterday's limited view of career development and find ways to enable the growth people and organizations need today.



The good news is that beyond, between, and besides the climb up the organizational ladder, there are countless other ways that employees want to grow. This program focuses on an easy-to-apply, research-based multidimensional career framework. This updated framework features seven alternatives to promotions — contribution, competence, connection, confidence, challenge, contentment, and choice — all of which offer powerful ways to grow that, unlike promotions, are completely within a leader's control.

By attending this highly interactive and engaging learning experience, leaders will be able to expand how they define career development and help others do the same thing as they move beyond old one- and two-dimensional views to embrace a possibility-filled multidimensional approach to career development.

This program will help leaders:

- Describe today's confounding career development disconnect and implications.
- Assess personal interests and priority development dimensions.
- Cultivate career conversations that promote relevant and available development experiences based upon seven alternatives to grow beyond promotions.

Competencies Addressed: Builds Effective Teams, Collaborates, Develops Talent, Drives Engagement, Self-Development

JULIE WINKLE GIULIONI

Julie Winkle Giulioni is a champion for workplace growth and development and helps executives and leaders optimize talent and potential within their organizations. One of Inc. Magazine's Top 100 speakers, she's the author of *Promotions Are So Yesterday: Redefine Career Development. Help Employees Thrive* and the co-author of the international bestseller, *Help Them Grow or Watch Them Go: Career Conversations Organizations Need and Employees Want*, translated into seven languages. She's traveled to China, Russia, Brazil, Lithuania, and beyond offering fresh, inspiring, yet actionable strategies for leaders who are interested in their own growth as well as supporting the growth of others. Julie is also a regular columnist for Training Industry Magazine and SmartBrief and contributes articles on leadership, career development, and workplace trends to numerous publications including The Economist.



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