

Leaders: Here's How to Develop Your Employees

GoSkills online course syllabus

Skill level

Beginner

Lessons

14

Pre-requisites

No prior experience needed

Video duration

32m

Estimated study time

32m 4s

Instructor

Ross Tartell, PhD

Introduction

1 Development for everyone

Everyone, including your employees, will need to build the knowledge and skills necessary to succeed in their careers.

The Power of Development

2 Learning is key

Today's world of work is constantly evolving, and in order to navigate it, you'll need to create a culture of continued learning.

3 Training as the solution

In order to equip your employees with the tools and skills they need to be successful, you've likely heard of training as the answer.

4 Aligning strategy and learning

If you create an environment where your employees are developing themselves while also achieving organizational goals, that's a win-win situation.

Development Is Personal

5 All about you

Each of your employees learns differently, so it's important for you as a leader to help create and identify the activities that work best for them.

6 Job functions and responsibilities

The best way to start evaluating someone's learning needs is to look at the tasks they are responsible for in their role.

7 Analyze performance problems

There are personal and organizational factors that affect an individual's performance.

8

Diagnose existing skills

Understanding the individual's existing and transferable job related skills is crucial for identifying gaps for development.

9

Employee motivation

Motivated employees actively engage in developmental activities to improve their knowledge and skills.

10

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Individuals learn what they need in order to be successful in three different ways.

Evaluating Your Approach

11

Organizations influence learning choices

The choice of learning methodology is determined by the impact it will have and the likelihood that the methodology will work in an organization.

12

Create a developmental plan

Little gets accomplished without a plan.

13

Forging your talent development skills

No plan means no action.

Development As a Partnership

14

Thanks for watching!

Thanks for checking out this course.

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