

Develop yourself and your team

2nd Quarter 2014 Manager Newsletter



The best managers don't just focus on business as usual. They've also got one eye on the horizon.

Making adjustments now can help you drive your business to success in the future. You can get your team excited and involved in the process. That means your team will always be:

- Adapting to industry changes
- Gaining new skills
- Looking for new ways to grow

Development plans aren't one size fits all. Your employees need to do the heavy lifting. But you can help by asking the right questions.

Narrow it down. Some people know exactly where they want to develop skills. Others might need some help setting goals. Try asking these questions. They can help you and your employees gain direction:

- If you could do anything you wanted for a living, what would it be?
- How does that fit into our business?
- If it doesn't, what job with our business has the most (or at least some) overlap?
- What new skills would you have in this role?
- How can you learn those skills now?

Make a plan. Once you've identified a direction, it's time to make a plan. Be sure to include a timeframe to keep it moving. It's all too easy to put development on the "back burner" when things get busy. But it can be just as important as the day-to-day aspects of your job. Give it the attention it deserves.

Adjust as needed. You might make a plan for a whole year. But if things change in July, your plan should change along with it. If a new and better way to reach your learning and development goals comes along, seize it.