

# CAREER PATHING WORKSHOP



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HUMAN RESOURCES  
GUIDING PROGRESS. DEVELOPING PEOPLE.

**CAREER  
PATH  
AHEAD**

# THE CASE FOR TEAM MEMBER DEVELOPMENT

How does the development of Team Members benefit...

- Team Members?
- Leaders and their Teams?
- The Enterprise?



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# LEARNING OBJECTIVES

- Reliably develop Team Members by increasing their skills and preparing them for leadership roles
- Improve Team Member engagement and retention through development
- Know the tools and resources necessary for career pathing and professional development



# STARTING THE DEVELOPMENT JOURNEY

Individual  
Development  
Plan

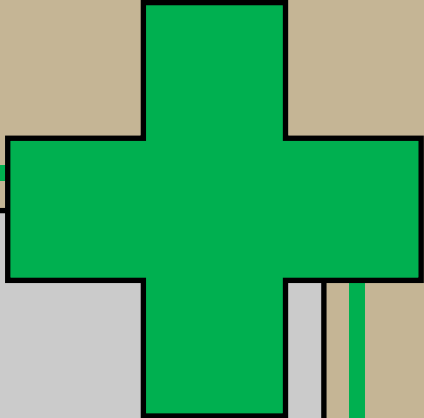
Performance  
Improvement  
Plan

Career Path

# PROFESSIONAL DEVELOPMENT “GREEN FLAGS”



Negative behaviors that indicate Candidate is not the right fit for the team or Enterprise



Positive behaviors that indicate Candidate has potential, ready for next steps

# DISCUSSION: “GREEN FLAGS”

What is a “technical skill”?

What is a “soft skill”?

Brainstorm the indicators and behaviors that signal to a Leader that a Team Member is ready for career pathing



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# ACTIVITY: USING THE 9 BOX

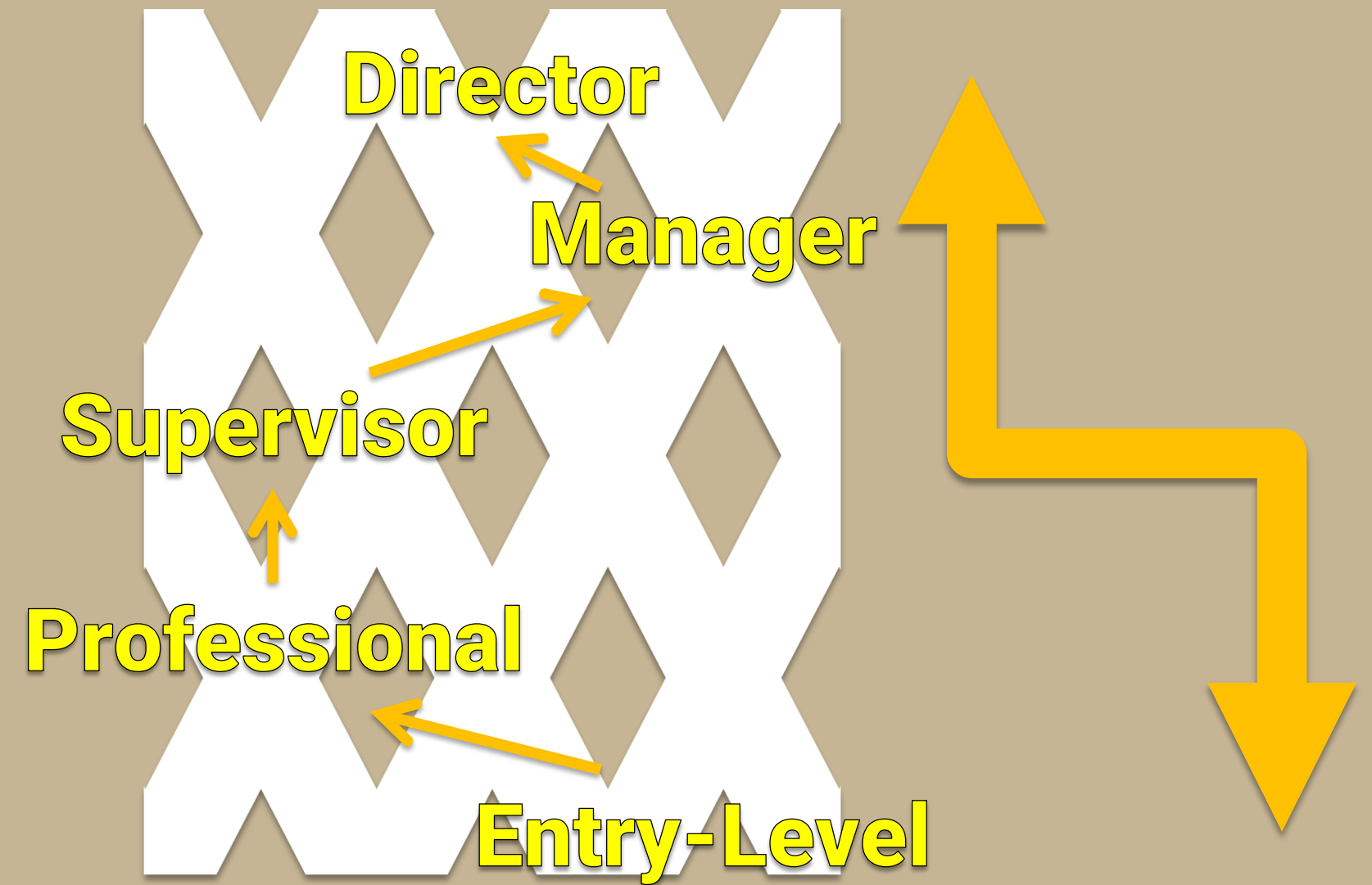
Where do your Team Members fit on the 9-box?



# THE CAREER LADDER AND LATTICE



Career Ladder



Career Lattice

# ACTIVITY: DIFFICULT CONVERSATIONS

1. Let's step through a sample difficult conversation together
2. We'll think through and write down the action items we'll do for each step of the framework for our conversation
3. Page 12 of your guide



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# ACTIVITY: TOOL APPLICATION

*30-minute duration*

1. Create a development plan for one of your Team Members: IDP, Ladder/Lattice
2. Ask the facilitator or other learners for clarification, if necessary
3. Take breaks as needed



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# DEBRIEF: YOUR ACTION PLAN

1. What was something you found difficult about putting the plan together for your Team Member?
2. How will you approach your Team Member about their development?
3. What was the piece of helpful feedback you received from your partner?



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