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EMPOWER AND GROW YOUR EMPLOYEES - GUIDE



Guide

Empower and Grow Your Employees

Why You Should Care

Empowering and growing your employees is absolutely necessary to foster employee job satisfaction and individual wellbeing, increase employee engagement, and setting your employees up for success in their everyday performance. As leaders, your management staff need to have the necessary leadership skills to conduct effective conversations, make informed assessments, recognize and reward success, as well as give constructive feedback when needed.



Data gathering

Seek to understand your employee's career aspirations. Focus on competencies that are necessary for their career success.

Feedback

Provide positive reinforcement as well as constructive feedback based on performance. The conversation should include: their wins and opportunities for improvement; as well as feedback on their development goals.

Pro tip: Keep the conversation positive and development-focused.

Goal setting

Set SMART Goal (Specific, Measurable, Attainable, Relevant and Time-Bound). Help your employee navigate goals that are achievable.

Action Planning and Follow-up

It is very important to follow up with your employees about their goals and encourage their pursuits. Measure their success. It's always good to do a pulse-check to determine if they are on track with the goals they had previously set and suggest any adjustments as appropriate. This step is key to both employee engagement and development

