

themuse

Sapling

Fast-Tracking Employee Development In a High-Growth Environment



Housekeeping

- Speaker Introductions
- Hashtag
- Share your questions

Speaker Introduction



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The Muse



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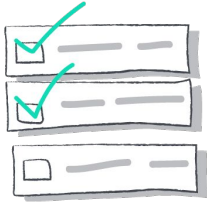
For fast development:

- Set growth expectations
- Provide education opportunities
- Exposure to all areas of your organization
- Give your employees growth experiences



How are you setting expectations during onboarding and tracking progress?

Development starts by setting the right expectations and explaining how employees can grow specifically at your org.



Responsibilities

Be clear about responsibilities and objectives with structured timelines for onboarding success.



Benchmarks

It's important for managers to sit down with their team members and lay out a path for growth.



Success

How do you know your doing a good job communicating with your employees?

Running an Effective 1:1

Status Updates Only

Review of tasks and projects
Update on deadlines
What you need
Moving the business forward

vs.

Complete 1:1s

Status Updates
Coaching
Giving feedback
What the employee needs
Moving the business and the
employee forward

To create progress: set a framework, ask the right questions, write it down, and follow up

Asking Career Growth Questions

What skill, if developed more, would help you be twice as effective?

What tasks routinely get pushed to the bottom of your to-do list? Why?

What do you want to add to your resume?

What do you wish you had more time to do?

What do you want to try doing that will push you out of your comfort zone?

What do you enjoy learning about most?

In the last six months, what work did you find most satisfying?

Where do managers have the most influence?

- Coaching
- Feedback
- Prioritizing
- 1:1s
 - Kickoff and debriefs

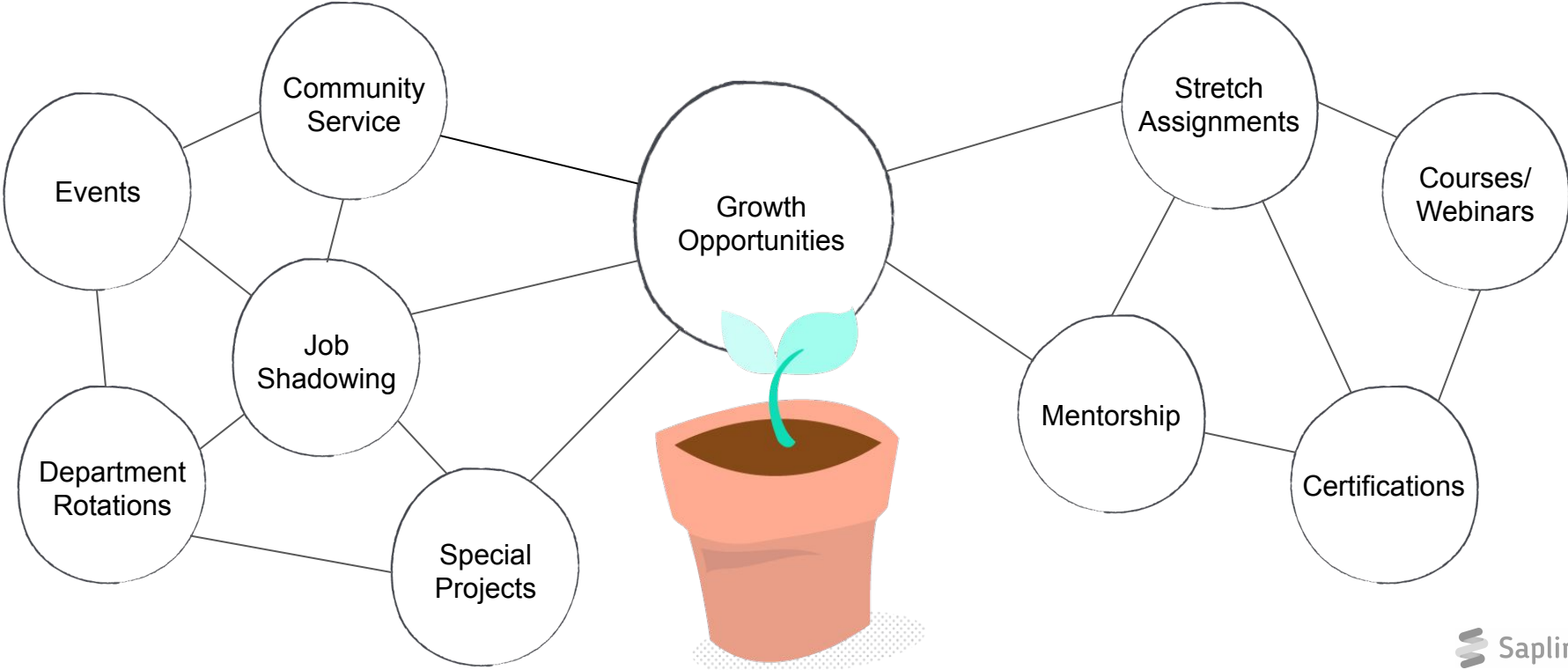


Developing Managers to Increase Effectiveness

- Listen
- Empower
- Advocate
- Develop
- Explain
- Recognize



Creating Growth Opportunities for Employees



Encourage employees to learn & grow

Formal

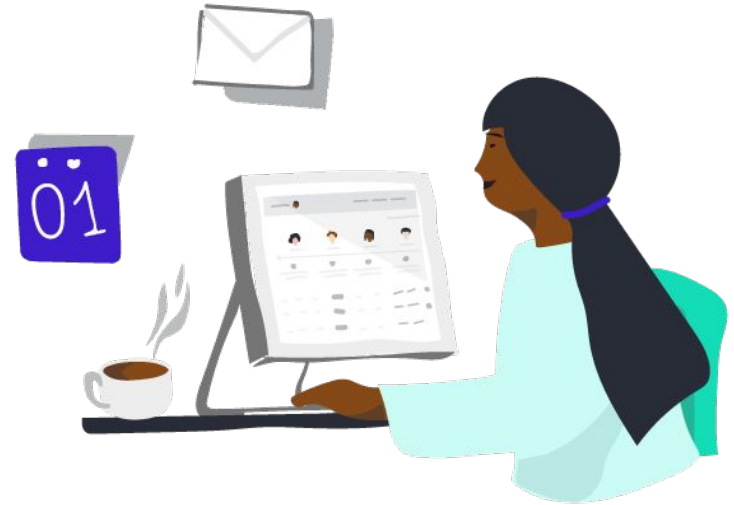
- Workshops
- Certifications
- Conferences
- Shadowing programs
- Onboarding buddies

Informal

- Bite sized learning sessions, brown bag lunches
- Book clubs
- AMA sessions/ SME internal TED-style talks
- Hackathons

Expose your team to other departments

- Department presentations
- Monthly Museletter
- Meet the Musers
- Lunch n Learns



**Create a learning culture,
one where employees can
experiment, try new things,
and not be afraid of failing.**



***“Opportunity is missed by most people because
it is dressed in overalls and looks like work.”***

– Thomas Edison

Recent studies show that lack of career growth is the #1 reason people leave their companies.

So, if you want your company to grow, you have to make sure your employees are growing with it.

Q & A



3 tips on how Sapling can support your employee development

1. **Best of Breed Core HR** allows People Operations to be efficient at scale, connecting with your favorite HR/IT/Finance Tools.
2. **Onboarding** is different with each location and department, you have the flexibility to customize different onboarding workflows to fit those needs.
3. Drive transparency, visibility and engagement across teams with a dynamic **org chart**.

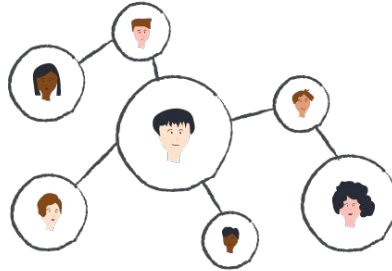


How The Muse can help you grow your team

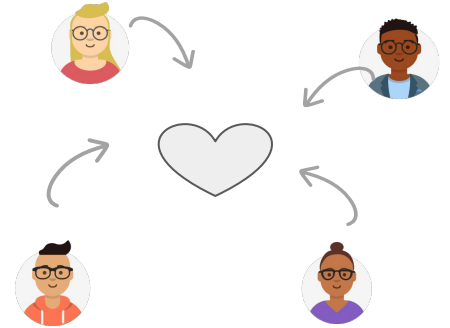
Tell an authentic story about what it's really like to work at your company.



Attract and engage the right-fit talent for your team (so they stick around long-term).



Empower employees to share what they love about their job.



Thank you for joining us!



#peopleopscollective



HR Software for high-growth, global teams

Streamline HR, connect your systems, and make data-driven decisions with Sapling's Onboarding and Core HR software.

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