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so yesterday

So Yesterday

George Gissing

So Yesterday:

Promotions Are So Yesterday Julie Winkle Giulioni,2022-03-08 Promotions Are So Yesterday is the recipient of the 2023 Bronze Medal from the Axiom Business Book Awards in the category of Success Motivation Coaching and the 2023 Nautilus Book Award in the category of Business Leadership Self Pub small Press The time honored tradition of defining career development exclusively in terms of promotions moves and title changes is dead Beyond between and besides the climb up the positional ladder there are many other ways that employees can and want to grow However many organizations still operate under the notion that promotions are the only option for career development leaving employees disengaged managers frustrated and the business disadvantaged in its efforts to retain talent The good news is that career development is so much more than promotions alone and managers are in a powerful position to redefine career development and create positive results for their employees and their organizations in this area In Promotions Are So Yesterday Julie Winkle Giulioni offers you a new approach for developing your employees careers and helping them thrive in a company when promotions are not readily available Discover an easy to apply framework of seven alternative dimensions of development contribution competence confidence connection challenge contentment and choice that will engage your employees dynamic opportunities for growth that are completely within your control as a manager Promotions Are So Yesterday is filled with practical advice nearly 100 questions to spark reflection and productive dialogue and actionable templates and tools that managers can use with employees Help bring your employees and your organization to even greater achievement with a strategy that will increase your employees job satisfaction performance knowledge and skills and strengthen your organization s workforce

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