

Employee Development

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Learning outcomes:

- Examine the skill/will matrix.
- Identify the best management style for each individual.

What you will need:

- Sticky notes (you will need to source these)
- Handout 7 – Nine dots activity
- Handout 8 - Skill/will matrix
- Handout 9 – Coaching activity
- Handout 10 - Coaching questions
- "To Grow or Not to Grow?" cards

Content and suggested timings:

Introduction to employee development	15 minutes
Skill/Will matrix	25 minutes
Coaching	20 minutes

Total duration: 60 minutes

Note: By using the additional suggested activity you might want to extend the coaching session to 50 mins.

Introduction to employee development

This exercise/discussion is an interesting way of introducing employee development as part of the appraisal process.

Issue **Handout 7** – explain that delegates need to join all nine dots using four straight lines without taking the pen off the page.

Allow a few minutes and a few attempts, not many people will get the answer unless they have done it before.

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