

# Creating an Environment that Encourages Employee Growth & Development

Presented by:

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Philip D. Murphy  
*Governor*  
Sheila Y. Oliver  
*Lt. Governor*

Deirdré L. Webster Cobb  
*Chair/Chief Executive Officer*

People need to feel that they are advancing  
towards their career objectives and are  
learning new things”

Kevin Kruse, Employee Engagement 2.0



# Benefits of Encouraging Employee Growth and Development

- It's one of the leading factors that drives employee engagement and retention
- It increases employee motivation
- Results in more skilled and productive workers



# Professional Development Resources

- Tuition Assistance
- Training courses
- Conference attendance
- Mentor program



# Additional Professional Development Options

- Assign developmental projects
- Job/role rotations
- Professional association involvement
- Toastmaster's, service clubs, etc.
- Recommended reading



# Importance of Supervisors Taking an Active Role with Each Employee's PD

- It's in our best interest as leaders – our team's performance will improve as individual employees grow
- Effective leaders inspire professional development and overall performance
- Employee knowledge and skill development is a core part of performance management



# Start by Staying Current with Each Employee's Goals & Interests



- Professional development is most effective when it's customized to the needs and interests of the individual employee
- Remember, employee needs and goals change over time
- Look for potential areas where employee interests intersect with organizational needs

# Proactively “Coach” Their Development

- When you interact day-to-day, be less directive, and instead practice soliciting employee input
- Provide opportunities for employees to solve problems, plan projects, address customer issues, etc.
- Ask their opinion, and give them the opportunity to consult with you





# Follow up to Encourage Their Progress

- Ask about their progress in specific areas, & provide recognition and encouragement
- Offer your support, and flexibility, etc. if appropriate
- Brainstorm additional professional development opportunities that might interest them



## About EAS...

The Employee Advisory Service is a State sponsored program designed to help employees and their dependents with personal, family or work related issues that may adversely impact their work performance. EAS helps to restore the health and productivity of employees and the workplace as a whole. Problems are addressed in the quickest, least restrictive and most convenient manner while maximizing confidentiality and quality.

Call us at our toll free number 1-866-327-9133, to schedule a confidential appointment.

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