

Developing Talent Outside the Classroom

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17th Trainers Summit, Istanbul

May 28, 2014

**EMPLOYEE
DEVELOPMENT**
on a Shoestring

About Halelly Azulay

Halelly Azulay is a consultant, facilitator, speaker and author with over 20 years of professional experience in workplace learning and communication. She is the author of *Employee Development on a Shoestring*, a book providing managers and supervisors hands-on tools and techniques for developing employees outside the classroom. Halelly is the president of TalentGrow LLC, a consulting company specializing in leadership, communication skills, teambuilding, facilitation, coaching, and emotional intelligence with all organizational levels including C-level leaders, frontline managers and individual contributors. She is a sought after, dynamic, and engaging speaker at conferences and meetings.

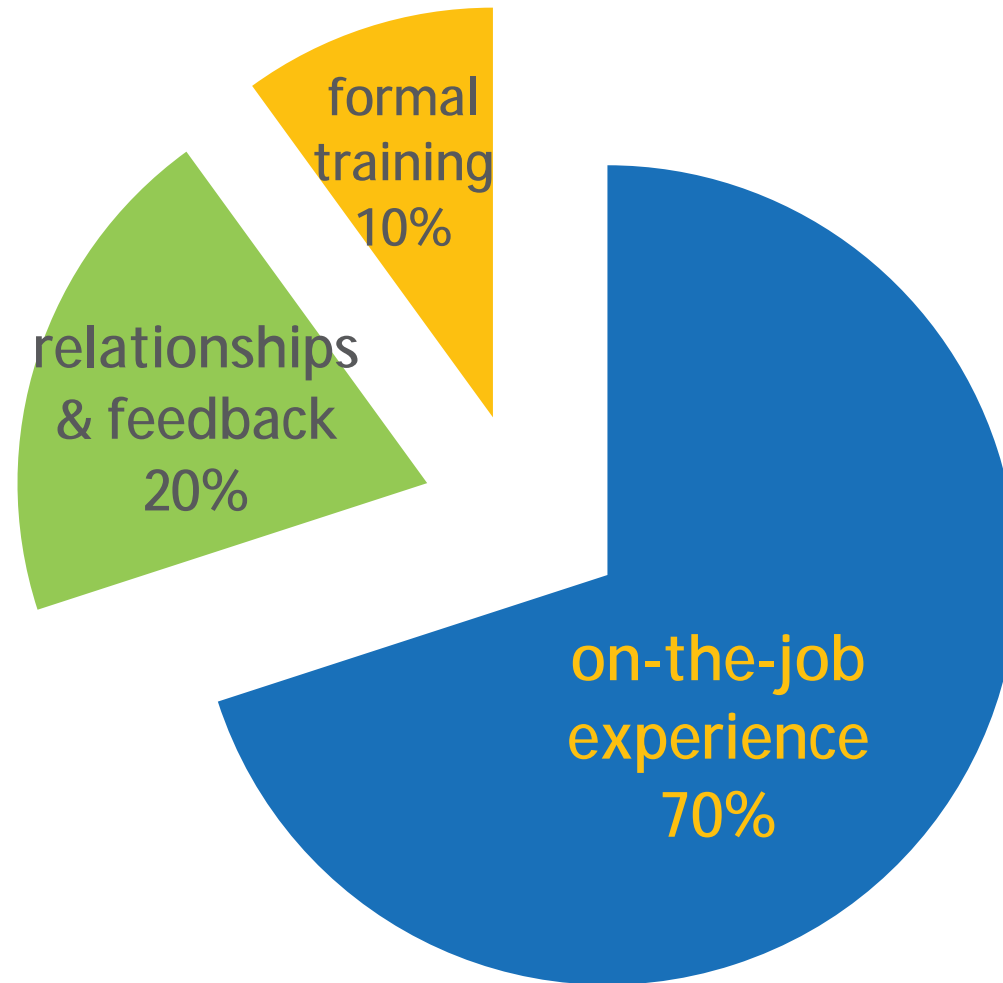


Halelly works with organizations such as PricewaterhouseCoopers, Booz Allen Hamilton, the World Bank, the Food and Drug Administration, Office of Naval Research, Deluxe Corp., FINRA (formerly NASD), and the University of Maryland among others. Halelly is a sought after speaker at conferences and meetings for various organizations such as ASTD International Conference, GMAC, GAMA International, the Human Resource Leadership Forum, the International Coaches Federation, The Training Officers' Conference, and the ASTD Leadership Conference. She is a contributing author of numerous books, articles, and blogs.

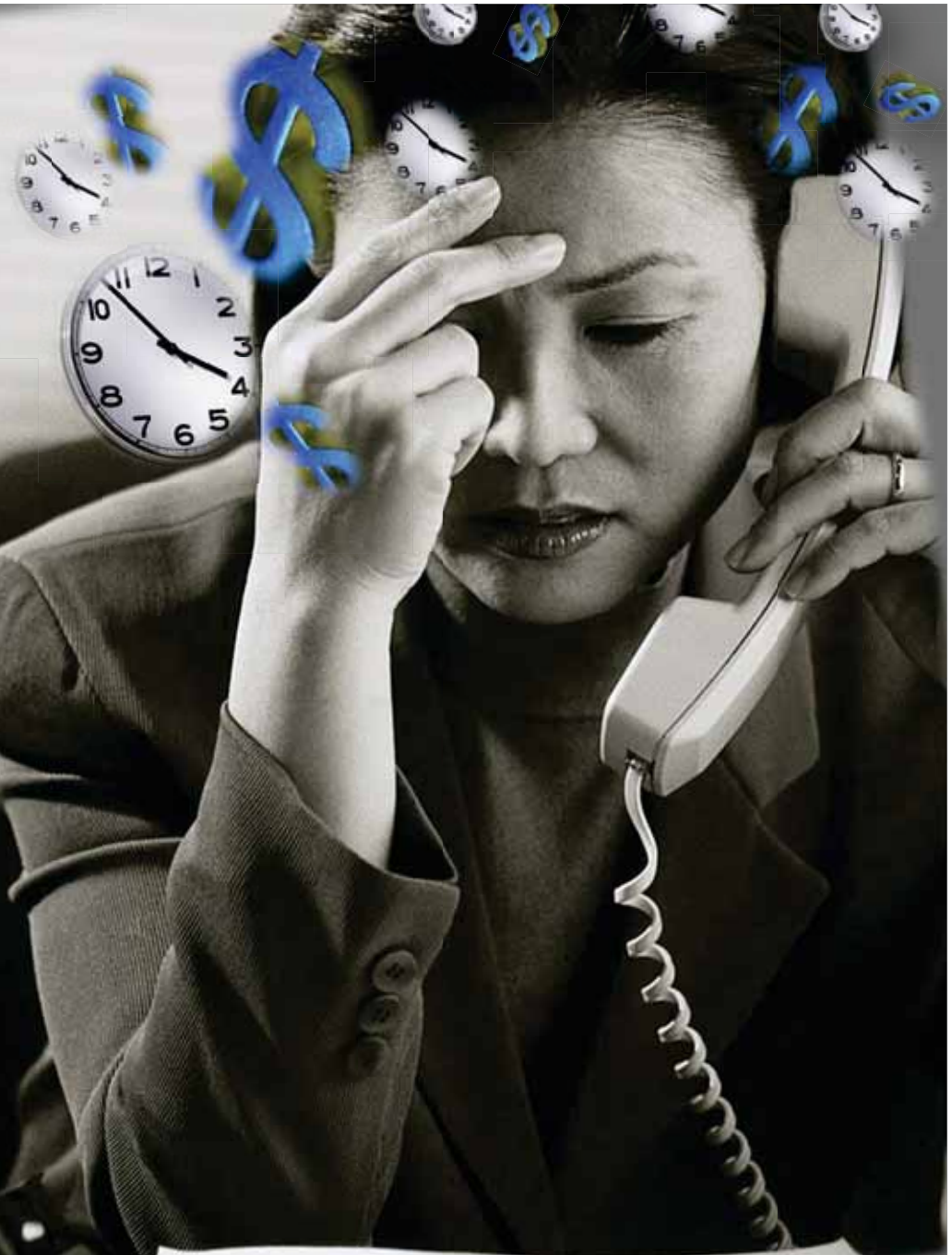
Halelly is an active leader in her professional community. She serves on three key volunteer committees for ASTD, the world's largest professional association in the Training & Development profession: Member of the 2014 ASTD International Conference & Expo Program Advisory Committee (ICE PAC), Chairman of the 2014 ASTD Chapter Leaders Conference PAC, and member of the prestigious National Advisors for Chapters (NAC). She is Past President of the Board of Directors of the award-winning Metro DC chapter of ASTD where she served in various Board leadership roles for over six years.

Learn more about Halelly and her company at www.talentgrow.com.

The 70-20-10 Development Rule



**How to do more
with less?!**



Pressures

- Economic constraints
- Travel time & budget
- Need just-in-time, anytime learning
- Globalized workforce
- Dispersed workforce
- Knowledge management



Lots of ideas!!!

Brainstorm possible **solutions**
{ and their pros & cons }

Employee Development Outside the Classroom...

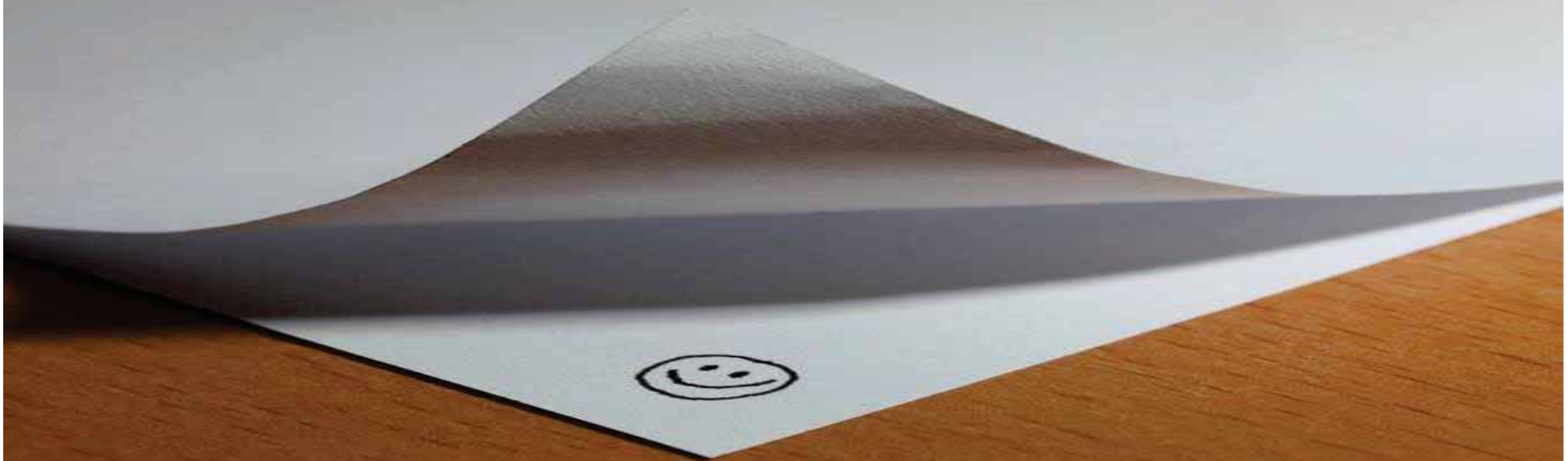


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Employee Development Outside the Classroom

- Self-directed learning
- Volunteering
- Sabbaticals
- Mentoring
- Rotational & stretch assignments
- Special teams
- Teaching others
- Games & contests
- Digital storytelling
- Innovation/creativity zones
- Social learning



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Goal Setting

- Stages of development
- Development needs
- Matching development activities to needs
- Setting SMART goals
- Planning for development

Zooming in on 3 methods

1. Volunteering
2. Digital Storytelling
3. Innovation/Creativity Zones

1. Volunteering

2. Digital Storytelling

3. Innovation/Creativity Zones

Volunteering

How can this method be used for employee development?

- Competencies?
- Ideal Candidates?
- Obstacles/challenges?

Volunteering

Examples & Tips



1. Volunteering

2. Digital storytelling

3. Innovation/creativity zones



digital storytelling

...the creation of
video- and audio-based
social learning content.

Digital Storytelling

- What competencies?
- Ideal candidates?
- Obstacles/challenges?

How can this
method be used
for employee
development?


Digital Storytelling

Examples & Implementation Tips



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- 
1. Volunteering
 2. Digital storytelling
 - 3. Innovation/
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Innovation/Creativity Zones

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- What competencies?
- Ideal candidates?
- Obstacles/challenges?

How can this method be used for employee development?

Innovation/Creativity Zones

Examples & Implementation Tips



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Implementation

Action Planning

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Questions?

Employee Development on a Shoestring

gives managers the tools to grow their team members into engaged, highly-skilled employees, outside the classroom and 'outside the box', within an efficient, cost-effective framework.



on astd.org/Shoestring
and bit.ly/EmpDevShoestring

"Whether you are a supervisor looking for...developmental ideas or a trainer seeking ways to stretch your company's training and development budget, **this book delivers.**"

from the foreword by "The Trainer's Trainer," **Elaine Biech**
author of *The Business of Consulting* and dozens of other books

"**Halelly Azulay gets the importance** of keeping employees up to speed in a constantly changing workplace, and doing so in ways that are respectful of their individuality and your company's values."

Daniel H. Pink

best-selling author of *To Sell Is Human*, *A Whole New Mind* and *Drive*

"Halelly Azulay has written a **book that will help supervisors and professionals** develop their staff within the limits that most organizations now face—time and budget!"

Marshall Goldsmith

million-selling author of New York Times bestsellers, *Mojo* and *What Got You Here Won't Get You There*

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10 Success Tips for Implementing Social Learning

Just give Halelly
your business
card and we'll sign
you up!

Or email info@talentgrow.com

TalentGrow: We develop leaders and teams to improve the human side of work

How? By increasing your awareness of your strengths and talents, guiding you as you grow your leadership and interpersonal communication skills, and supporting you as you set and accomplish your personal and professional development goals.

Call TalentGrow today for a consultation about ways to develop your leaders, teams, and employees



SPEAKING

Need an expert to engage, educate, and inspire your leaders to greatness? Bring leadership and communication expert and author Halelly Azulay to speak at your next event, conference, or company meeting. Halelly is a dynamic and energetic speaker who shared her research-based expertise in a way that is fun, interactive, and interesting. Frequent audience comments include words like, "engaging!", "knowledgeable!", "inspiring," and "enthusiastic!"

Halelly speaks to audiences large and small at industry conferences, corporate events, and association meetings. As a curious and voracious life-long learner, thought leader and author, she is always on the cutting edge of industry research and publications and shares the latest findings with audiences of leaders, managers, and high-performers around the U.S. They walk away with specific tools & techniques that they can implement right away, on the job, to increase their effectiveness and engagement.



WORKSHOPS

We design and develop learning and training workshops that are geared toward how adults like to learn: hands-on, interactive, and rich with thought-provoking large and small group discussions, experiential learning activities, and self-reflection assessments and exercises. We combine the latest theoretical concepts and thought leadership with practical, concrete examples to allow learners to walk away with fresh insights, improved skills, and new tools and techniques they can begin implementing immediately.

Popular Workshop Topics include Employee Development on a Shoestring (based on Halelly Azulay's book, *The 3 Keys to Communication Success*), Becoming an Engaging Leader, Harnessing the Power of Emotional Intelligence, Influencing with Integrity (Even Without Authority), Coaching for Performance, and Leverage Your Unique Strengths.



FACILITATION

Team-Building: We help teams of all sizes identify successes and areas that present challenges. Each team-building effort is different. At TalentGrow, there is no one-size-fits-all solution. Each solution is customized to the specifics of the organization, the team, and the situation at hand. We listen and observe carefully and craft an approach that is targeted specifically to help your team foster the work environment and productivity it seeks.

Retreat Facilitation: When a team or organization has an important problem to solve or decision to reach, they often need an objective, external facilitator to help them succeed. Our professional facilitation skills allow your team to identify objectives and desired outcomes, develop a strong and effective agenda, and then fully focus on engaging with the subject-matter at hand and with each other and let us take care of the rest.