

# How to Nurture Professional Growth & Improve Culture

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The opportunity for growth and development has proven to be critical for the motivation, engagement, and retention of employees. Below are six ways to nurture professional growth in your team.

## Training

One of the most common methods for professional growth is training. Often, you can figure out the training needs of an employee simply by identifying performance gaps and understanding their experience or lack of experience around specific job tasks. You can also use career planning to determine training needs, comparing what they do now to what they will do down the track and using the gap in skills and knowledge to figure out what training will be needed.

## Peer Coaching

A clever use of the resources you already have is to upskill and grow your team by having employees coach others on their jobs. Through this, employees develop skills in other areas and can fill in for their counterpart if that person is away. Also, in the process of teaching another person, the teacher themselves often becomes more proficient.

Peer coaching is also an important step in your succession planning. It ensures that ageing employees remain engaged and have the opportunity to pass on their experience and expertise to capable employees that are prepared to assume these roles as they become available.

## Job Design Changes

Getting employees involved in refining and redesigning their jobs has several benefits. Not only does allowing them to have their say help them feel empowered, personal accountability for development can improve creative thinking by

encouraging them to evaluate their own ways of working.

Even where job design changes aren't possible, employees and managers alike can come to better understand their role and the best way to make it work.

## Representing the Team

Allowing employees to represent their manager, team or department at an important meeting is a great way to incorporate more responsibility into their current role. This also provides the opportunity for the employee to better understand how their team and department fit into the big picture of the organization.

## Increased Responsibilities

Building on an employee's current role by increasing their responsibilities is a great way to test the waters for more permanent job progression. Consider providing the opportunity for the employee to prove their capability by leading a project committee, taskforce, or assignment.

## Secondment

Seconding an employee to a different department or business is another way to build capability and develop new skills for professional growth.

By using the above techniques to nurture the professional development of your employees, you'll see culture naturally improve as people feel more valued by the organisation and their manager.



## Contact Us

Let's talk you through your needs and how we can best assist you.

Give us a call directly on one of our office numbers, or email us, and we'll get back to you quickly and responsively.

### Email:

[info@cdlinsight.com](mailto:info@cdlinsight.com)

### Auckland

Tel. + 64 9 300 3292

### Wellington

Tel. + 64 4 499 9774

### Christchurch

Tel. + 64 3 366 0711