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Individual Growth Strategies

• IGS was an educational process and set of tools intended to assist experienced employees to take more responsibility and accountability for their development.
  – Experienced internal leaders facilitated the program with external subject matter experts.
  – Activities promoted self-assessment, networking opportunities, and exploration of career management strategies to promote personal and professional development.
Managing Generational Differences

• Reviewed the generational composition of the workforce and discussed the impact on future recruiting, retention and employee development.

• Discussed the different contributions that each generation brings into the organization and how to maximize these contributions to make work groups more cohesive.

• Created best practices that were utilized to attract and retain employees from multiple generations.
Mentoring: Investing In Others

• Experienced leaders were assigned to serve as a mentor for a protégé.

• All participants attended a mandatory mentoring kick-off training session where we explained the mentoring process, roles and responsibilities and each partnership completed a mentoring plan.
Personal History Sharing

• Experienced leaders connected with newly promoted managers during a leadership development program.

• It was an informal opportunity for the group to learn more about the senior leader and their leadership development journey.
Current Experience
Universal Training Manual

• Experienced employees are developing departmental training manuals for each position to ensure we are consistent in how we teach and evaluate our new employees.
Exploring Personal Development

• Interactive developmental needs assessment
• Employees identified:
  – What motivates them
  – What they want to learn about themselves
  – Other areas of learning they are interested in exploring in the future
Individual Coaching Sessions

• Identify strengths and weaknesses
• Explore interests
• Investigate learning opportunities for growth and development
• Develop individual learning plans