



To Grow or Not to Grow? That is No Question.

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Engaging Employees

- **The latest trend – Engagement is at 33% nationwide.**
- **Only 29% of US workers strongly agree that there is someone at work who encourages their development.**
- **Only 31% of US workers strongly agree that they have had the opportunity at work to learn and grow in the last year.**



The Manager's Role

- **Prioritize development.**
- **Structure meaningful 1:1s.**
- **Take a 70/20/10 Approach.**



Prioritize Development

- Learn people's personal and professional goals.
- Focus on strengths not “opportunities for development”.
- Individualize opportunities to fit the person.



Meaningful 1:1s

- Be fully attentive.
- Never cancel.
- Be purposeful.

Sample 1:1 Agenda

- **What's on your mind?**
- **Performance – Aspiring Leaders went exceptionally well! When you think of the Foundations of Management program what are the changes you want to make?**
- **Development – What has been your biggest challenge when delivering this month's Service Hour?**
- **Motivation – If we think about the Q12 item, “The mission or purpose of my company makes me feel my job is important.”, how can I make sure that's a 5 for you?**
- **Strengths – If you ever get into the basement of Responsibility, what does that look like? How can I help pull you out of that?**



1:1 Follow Up

- **Take notes.**
- **Solidify who will do what by when.**
- **Communicate your follow-through and check-in on your team member's follow through.**



70/20/10

- **70% = Job assignments.**
- **20% = Coaching and Mentoring.**
- **10% = Training programs.**



70% = Job Assignments

- What are the person's goals?
- What activities can I take to help them grow?
- Do those activities play to the person's strengths?



20% = Coaching (and Mentoring)

- **What did you learn?**
- **On a scale of 1 to 5 (with 5 being high), how do you think that went?**
- **What do you think you did well?**
- **What could you have done differently?**
- **Can I offer some thoughts?**
- **Based on what we've talked about what will you do differently next time?**



20% = (Coaching and) Mentoring

- **Built on a relationship of trust and respect.**
- **Clarity of purpose.**
- **Share experiences and offer advice.**



10% = Training Programs

- **Prior to training – Set expectations.**
- **During training – Check in.**
- **Following training – Discuss application.**
- **Follow up – Progress of the application.**

Thank You!

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