



Managing Professional Growth (MPG[®])

Fuel and focus for continued development and impact

One of the most persistent challenges organizations face is getting top productivity and commitment from the people who do the work. For nearly 50 years, MPG has equipped people with the motivation, insights, and tools for aligning their interests with the organization's, increasing their satisfaction, and transforming their performance.

The Experience

This process incorporates manager feedback and is facilitated in a group environment with peer consulting. It culminates in a productive post-workshop growth conversation between the employee and their manager.

- 1. Required Pework and Feedback:** Participants and their managers complete about 30 minutes of online activities that explore the participants' motivators, skills, and work requirements. A confidential report provides meaningful insights based on the self-assessment and feedback.
- 2. Workshop:** Individual analysis and planning are interspersed with discussion and small group peer consulting sessions. Content includes:
 - YOUR VALUES:** Great day exercise, identifying your top 5 values, putting values into action
 - YOUR WORK:** Feedback Report overview and analysis
 - YOUR PLAN:** Idea generation for talking about work priorities, work environment, talents, development needs, growth opportunities, and gaps in perceptions around the job and skills
 - YOUR NEXT STEPS:** Fine-tuning of the growth conversation plan, strategies to address concerns, personal commitments for action
- 3. Action:** Participants conduct a growth conversation with their manager.
THE RESULT: Targeted development ideas and ongoing action to achieve maximum job satisfaction and maximum job contribution.

Outcomes

Participants achieve:

- Clarity on what’s most important to them personally (values and work environment) and what’s most important to the organization and their manager (expectations and priorities)
- Ideas for improving job satisfaction, increasing contribution and developing capabilities that matter most
- A strong employee-manager partnership and ongoing dialogue about mutual success

Measurement & Sustainability

- Standard program evaluation plus online growth conversation evaluations for participants and managers
- Admin reports summarizing growth conversation experiences and trends in critical skills, talents, and development needs
- Regular follow-up emails to encourage application of the concepts and continuous alignment of employee and organizational interests

Duration | Two 3-hour virtual modules (with a short homework assignment in between) or a 1-day in-person experience

Target Audience | Employees at all levels, including at-risk or strategic populations, high-potentials, and front-line leaders

Class Size | Up to 20 participants to allow for thoughtful discussion and individual focus

Tangible Results

Global Life Sciences Firm
Voluntary **turnover** of MPG participants was **9% vs. 13.4%** (company average)

Participants with **3-6 years’ tenure** had **11% vs. 16.5%** turnover (same demographic)

Global Entertainment Company
Turnover of MPG participants was 3.4% vs. 20.5% for those who did not attend

Performance ratings increased by 6.7% for workshop attendees (vs. a decline in average ratings)

Global Information Services Firm
Turnover dropped from 35% to 12% after MPG was implemented

CIO’s “conservative estimate” was that **half of the turnover reduction was attributable to MPG**



Research confirms that people want work to be **challenging, interesting, and meaningful.**
MPG can help employees achieve that goal – while helping you deliver on your top organizational priorities.



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