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FoolWorks

The Foolish Approach to Development Conversations

Kara Chambers

**What was the
last conversation
you had about
your **development**?**

**Our journey towards more
productive development
conversations...**

Traditional Performance Management



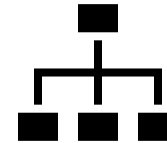
Fixed Mindset



False Precision



Anxiety/Fear



Top Down



**The problem:
the manager-employee
development conversation**

What We Heard



**Employees want to
have development
conversations**



**Mixed, weak signals
cause anxiety and
confusion**

Our Principles



**Growth
Mindset**



Compassionate



**Employee
Driven**

Performance



Development

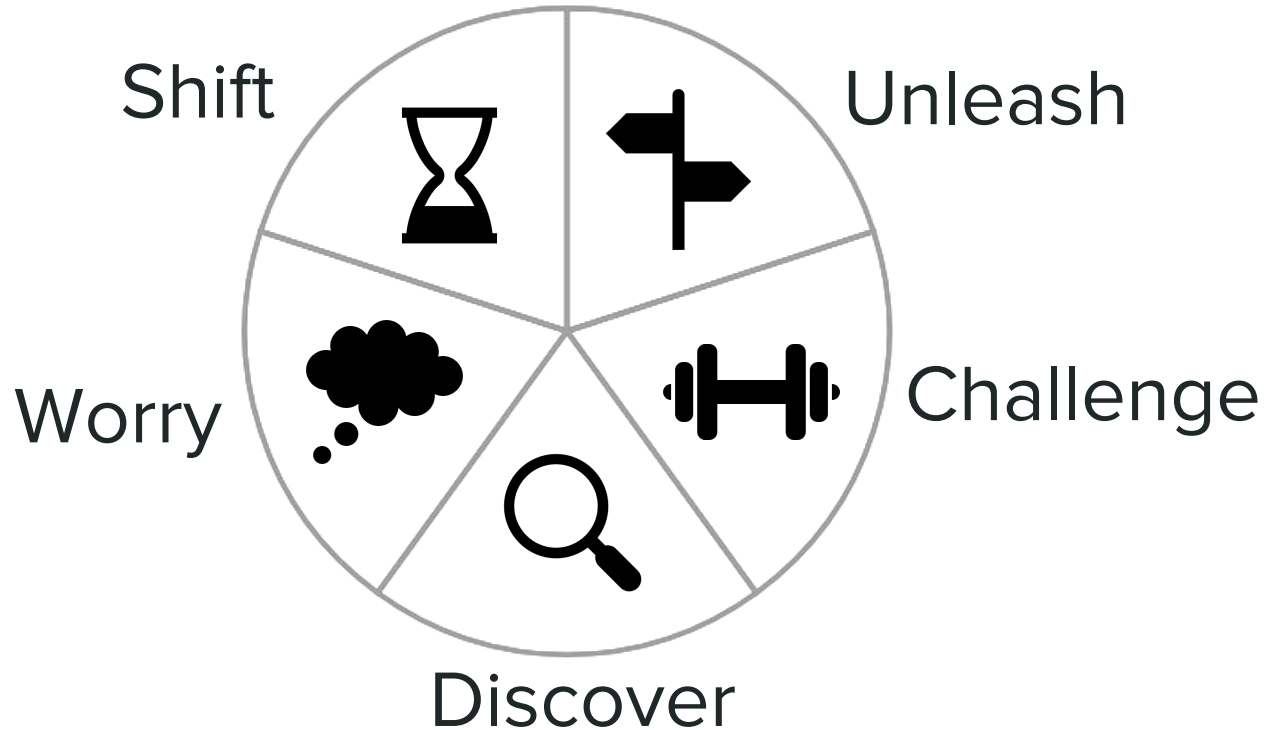


Alignment



**Alignment becomes
clearer once you know
what kind of conversation
you're having.**

Five Kinds of Conversations





Shift

**Where can we find you a
new opportunity?**

- Effort without results
 - Role/Skill mismatch
 - Sense of urgency
-



Unleash

**How can I help
remove blockers?**

- Confidence in judgement and ability
 - Trusted to try new things
 - Delivers at a high level
-



Challenge

**How can I help you
develop mastery?**

- Shows real promise in mastering current role
 - Building expertise
 - May need guidance in new areas
-



Discover

**What are your
unseen talents?**

- Excellent results in a specific area
 - Unclear opportunities
 - May need guidance in new areas
-



Worry

**We've got concerns.
What's going on?**

- Doesn't seem to be enough effort or results
 - Tough but compassionate conversation
 - Sense of urgency
-

**How do we know
if it's working?**

“I get a clear
message about
how I’m
performing”

Fall 2016: 66%

Spring 2017: 78%



**What type of conversation
do you want to have?**



(stop)

Paneltime!

(with Lee Burbage, Motley Fool Chief People Officer)

Jessica Leiser

CustomInk

Director of Team

Services &

Environment

David Thornton

Evolent Health

Chief Talent Officer

Neil Welsh

Silverback Strategies

Founder & President

Ashley Sansing

VideoBlocks

VP, Finance &

Accounting



Thank You!

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