

SOLUTIONS

INVESTING IN YOUR TEAM'S FUTURE

SUPPORTING PROFESSIONAL DEVELOPMENT



Devoting time and energy to your team's growth is one of the most powerful leadership investments you can make. When employees feel encouraged to learn and stretch their skills, engagement increases, capability expands, and teams become more resilient.



RECOGNIZE AND ENCOURAGE HIGH-POTENTIAL TALENT

ESTABLISH A CULTURE OF CONTINUOUS LEARNING

Model learning

Supervisors set the tone. Share what you're exploring, highlight new tools or insights in meetings, and visibly support your own development.

Make learning easy to access

Promote skill development, upcoming training opportunities, cross-training, and rotational experiences if possible, and allow employees to carve out time for development.

Integrate learning into everyday work

Normalize mini-learning moments, such as team knowledge shares, short practice sessions, peer mentoring, and job shadowing. When learning becomes routine, employees stay curious and engaged.

Look beyond current performance

Potential often appears through curiosity, adaptability, resilience, initiative, and the ability to influence others, not just task output.

Offer meaningful challenges

Provide opportunities for employees to expand their capabilities. Ask them to lead a small project, present at a meeting, support a cross-agency initiative, or train their colleagues.

Give purposeful feedback

High-potential employees thrive on specific, timely feedback that connects behavior to future growth. Let them know why you value their strengths by giving examples of work or successes that made an impression on you.

Support intentional development

Guide employees in setting goals, identifying skill gaps, and pursuing learning pathways. Allow them to take ownership of their growth while offering coaching and support.



WATCH YOUR TEAM FLOURISH

When supervisors champion professional development, they build teams that are confident, skilled, and ready for what's next. Investing in your team's growth and development now strengthens your bench for the future and reinforces an environment where employees feel valued, motivated, and eager to contribute their best. For more ideas or information on this or other leadership needs, contact your Employee Assistance Program. Help is available 24/7, so call any time for additional resources or to schedule a management consultation.



Live Webinar

THE ART OF NEGOTIATION

Wednesday, March 25, 2026

1-2 p.m. E.T.

REGISTER

Negotiation is a key skill that can elevate your professional success across a variety of circumstances. In this session, you'll learn a powerful six-step process to help collaborate with confidence and ensure agreement from all parties involved. After this interactive discussion, which includes practical exercises and resources, you'll have a clear strategy to apply and refine your newfound negotiation skills.



Tell us about your EAP experience!

(800) 222-0364

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