

Gartner for HR

Quick Wins

Creating Connections for Development

Although most organizations are investing to improve employees' opportunities to connect for development, only 32% of employees rate these development connections as high-quality.

The best managers help employees connect to colleagues throughout the organization for development and ensure those connections are productive. Follow the quick wins below to help your managers identify, prepare for and sustain high-quality development connections for their employees.

- 1. Educate managers on the benefits of helping employees use connections for development.**
 - Ensure managers understand the value of helping their employees develop through meaningful connections and how to recognize a quality connection
 - Give managers our “Guide to Creating Quality Development Connections” to gain their buy-in for facilitating quality development connections.
- 2. Help managers connect team members based on their strengths.**
 - Encourage managers to facilitate development interactions between employees that are based on complementary strengths and development areas.
 - Advise managers to use our “Guide to Identifying Quality Development Connections for Employees” to help them leverage their network when identifying quality development opportunities.
- 3. Encourage managers to consult with employees before they meet with development connections.**
 - Guide managers to take a proactive approach to prepare employees for meaningful development interactions.
- Help managers prepare employees for their first development connection experience by giving them our “Guide for Preparing Employees to Connect.”
- 4. Enable managers to support employee reflection following development connection engagements.**
 - Help managers facilitate debrief conversations with their employees to follow up on connections experiences.
 - Ask managers to help their employees reflect on key connection takeaways by giving them our “Guide to Reflecting on the Development Connection Experience”
- 5. Encourage managers to help their employees regularly assess the value of their current development connections to inform future ones.**
 - Ensure managers help their employees evaluate the value of development connections to decide how often they should occur for maximum value.
 - Encourage managers to equip their employees with our “Guide to Assessing Employee Development Connection Quality” to help them determine the value of their development connections.