

MANAGING HUMAN CAPITAL

HRMT901D

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LECTURE 1

EMPLOYEE
PROGRESSION; CAREER
CONVERSATIONS; 1 to 1s



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GROWTH MINDSET



GROWTH MINDSET

I can learn anything I want to
When frustrated, I persevere
I want to challenge myself
When I fail, I learn
Tell me I try hard
If you succeed, I'm inspired
My effort and attitude determine everything

FIXED MINDSET

I'm either good at it, or I'm not
When I'm frustrated, I give up
I don't like to be challenged
When I fail, I'm no good
Tell me I'm smart
If you succeed, I feel threatened
My abilities determine everything

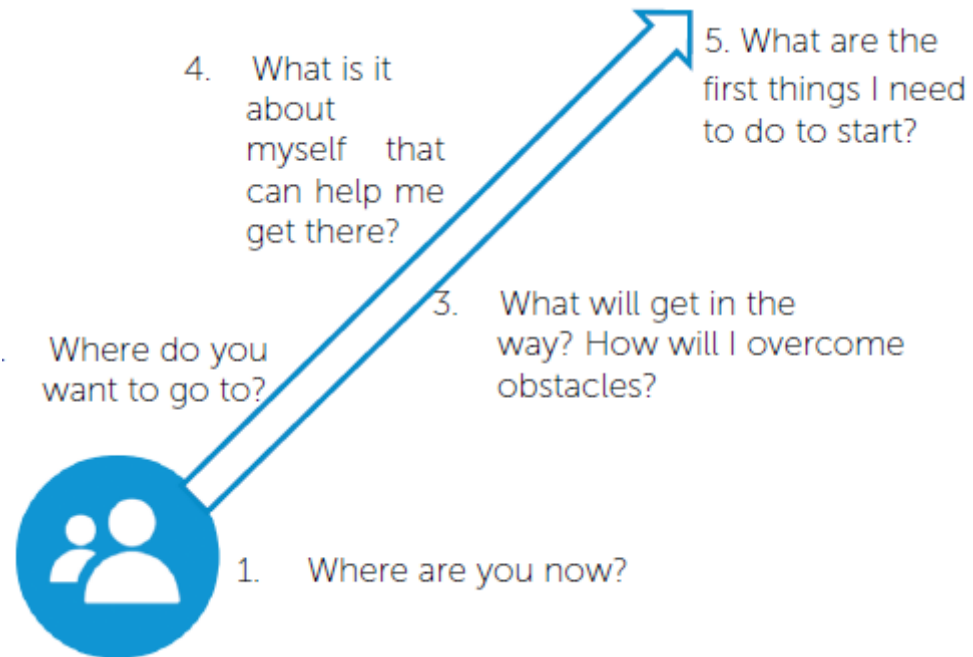
WHAT IS THE DIFFERENCE?

(HANDOUTS)



OUTCOME THINKING FOR PROGRESSION

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1 ON 1S FOR GROWTH

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STOP

Things that are not working or helping, things to stop doing, things that impede or are not practical.

EMPLOYEE	MANAGER
Click or tap here to enter text.	Click or tap here to enter text.

START

What should you start doing? What can be done to get better results? What can we experiment to get better results?

EMPLOYEE	MANAGER
Click or tap here to enter text.	Click or tap here to enter text.

CONTINUE

What should you continue to do? Things that are working well. Things worth continuing to see if they're worthwhile.

EMPLOYEE	MANAGER
Click or tap here to enter text.	Click or tap here to enter text.



CAREER CONVERSATIONS

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- Where you perform well & what you like to do?
- Am I a high performer in my current role? If not, what can I do to get there?
- What your dream role is & what skills do you need to get there?
- Where do you see yourself in 1,2 or 3 years?
- Your key accomplishments / specific results so far in your career?
- Where & how can you add value to the business?
- What are your top strengths from StrengthsFinder & how can these be utilised?
- How often do you want to have a career conversation with your manager & how do you want to structure the discussions?
- Apart from your manager, who else might provide valuable career advice?
- What leaders do you admire? What characteristics make them successful?



QUESTIONS?

Progression, growth and
career conversations
