

Interview Questions

Given current employment (or unemployment) statistics, should career development really be a leadership priority?

There are lots of statistics about the value of career development. Yet, employees still report that it's not done - or not done well. Why is that?

Career development has been around for decades. What's new about the approach you've taken in this book?

Your book focuses on the value of career conversations. What kinds of conversations have you found really help to drive development?

Are there any new or different approaches to conversation that will help managers and employees alike get the most from these conversations?

Given current organizational structures that are much leaner with far fewer layers than in the past, what does career development even look like today?

Many organizations have individual development planning (IDP) processes in place. Isn't that enough to ensure that their employees enjoy career development.

What could a manager do tomorrow - or even today - to develop his or her staff?

If you had just one piece of career development advice for managers, what would it be?

