

More Praise for *Help Them Grow or Watch Them Go*



"This pragmatic book is chock-full of easy to follow steps on how to have critical career conversations— conversations that are uncomfortable for many managers and too often are avoided. I love that Kaye and Giulioni *de-mystify* the process and motivate us 'to talk individual development' with our employees. Our employees will love it too!"

-- **Patricia Crull, GVP and Chief Learning Officer, Time Warner Cable**

"Filled with great examples, questions and real-world approaches that fit into the workflow, this book brings much needed simplicity and persona I touch back to career development."

--**David Rodriguez, Executive Vice President & Chief HR Officer, Marriott International**

"Every manager will find this short book to be long on practical ways to make career development happen."

—**Jack Zenger, CEO of Zenger Folkman, and co-author of the best-selling *The Extraordinary Leader* and *The Extraordinary Coach***

"Life and business is all about where you pay attention. Pay attention to the growth of your people....and they will grow your business. The authors do a great job in spelling out the how-to's!"

—**Chip Conley, Founder, Joie de Vivre Hotels and author of *Emotional Equations: Simple Truths for Creating Happiness and Success***

"Like eating your fruits and veggies, developing your employees should be done every day. Beverly Kaye and Julie Guilioni not only show how easy it can be but make the case that regular, short conversations can better develop people."

—**Charlene Li, Founder of Altimeter Group and author of *Open Leadership* and *Groundswell***