



MGT 506 Career Conversations

Term:	Winter 2015
Credits:	1 quarter credit
Instructor:	Jessica L Walter, MA (walter@ohsu.edu)
Course meets online:	5 January – 20 March, 2015
Face-to-Face Dates:	none

Required Materials:

Rath, T. (2007) *StrengthsFinder 2.0*. Gallup Press. ISBN: 978-1595620156. MSRP: \$21.95 Hardcover. You may purchase this book in the paper or electronic format. However, you will want to purchase it NEW as it will come with a one-time coupon code. If you have already taken the StrengthsFinder assessment, you do NOT need to re-purchase this text or assessment; you WILL want to know what your top five strengths are, though, and can access this information online through Gallup.

Recommended Materials:

Kaye, B. & Winkle Guilioni, J. (2012). *Helps Them Grow or Watch Them Go*. Berrett-Koehler Publishers. ISBN: 978-1609946326. MSRP: \$17.95 paperback

NOTE: prices vary by vendor and format. Highest cost is typically listed.

Course Description

“In the past, choosing a career was like buying a one-way train ticket from Rome to Copenhagen on a local train that made all the stops along the way ... Today choosing a career is more like buying a lifelong Eurailpass, with no set final destination, no fixed travel agenda, and no timetable.” — Professor Ed Lawler, *The New American Workplace*

As managers we are often asked and expected to help our employees with their career development; however, very few of us have had any formal education or training in how to this conversation. Moreover, these conversations (or lack thereof) are strongly linked to employee engagement. This course will explore frameworks and tools for having career conversations with employees. We'll explore using strengths, review career theories and frameworks, and implement coaching methods and tools. While this course does not have a face-to-face component, you will be asked to practice skills with a person (or persons) of your choosing and reflect back on the experience in the forum.