

MGT 536 Career Conversations

Term:	Summer 2019
Credits:	1 quarter credit
Instructor:	Jessica L Walter, M.A. (walter@ohsu.edu)
Course meets online:	Monday, June 24 – Friday, August 2, 2019
Face-to-Face Dates:	This course meets online only. There are no face-to-face meetings for this course.

Required Materials

Kaye, B. & Winkle Guilioni, J. (2012). *Help Them Grow or Watch Them Go*. Berrett-Koehler Publishers. ISBN: 1609946324.
MSRP: \$17.95

Pricing for textbooks may vary by retailer. Additional information about pricing, electronic options (e.g. Kindle), rentals, and used copies is available through your favorite online vendor. Additional readings will be made available through the Sakai learning platform.

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 have these conversations. 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 the use of strength-based techniques, 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. If you need help connecting to someone to practice your skills, please let me know. I can help make a connection.