

GROWTH WITHOUT PROMOTION

RETENTION BY DESIGN™

A leadership guide for designing growth and development

CORE THOUGHT

Growth is movement

Meaningful movement is not always upward. Start by asking: **Who are they becoming here?**

FOUR GROWTH DIRECTIONS

ADVANCEMENT More responsibility through role progression	BREADTH Wider experience across work and relationships	MASTERY Greater depth, expertise and judgment	INFLUENCE More ownership, voice and organizational impact
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THE STRETCH MODEL™

Three levers create growth inside everyday work

OWNERSHIP	EXPOSURE	CAPABILITY
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+ **SUPPORT**

CHECKLIST – GROWTH OR EXTRA WORK?

A developmental opportunity should include:

- | | |
|---|---|
| ☐ AUTHORITY | ☐ MANAGEABLE WORKLOAD |
| ☐ SUPPORT | ☐ EVIDENCE |

APPLY IT

Think of one person you want to help stay and grow.

Their growth direction: _____ The lever that matters most: _____

One opportunity I can create: _____

The support that will make it developmental: _____

BRING GROWTH WITHOUT PROMOTION TO YOUR ORGANIZATION

Book Ola Fasuba to speak with your leaders.

Half-day and full-day workshops are also available.

olafasuba@gmail.com | Scan to connect and learn more

