

A great leader...

Managers, stewards and unit-based team co-leads have a key role in helping employees build successful careers. Here are five tips for strengthening your team and helping Kaiser Permanente prepare for the future.



1. Talk with employees about their careers

Chats can be brief and happen anytime, anywhere during the work day.



2. Know what resources are available

My HR, KP Learn, LMPartnership.org and kpcareeringplanning.org have a wealth of information for individual and team development. Two LMP-supported education trusts — the Ben Hudnall Memorial Trust (bhmt.org) and the SEIU UHW-West & Joint Employer Education Fund (seiu-uhweduc.org) — offer courses, career counseling, tuition assistance programs and more to workers represented by a union in the Coalition of Kaiser Permanente Unions or Alliance of Health Care Unions.



3. Work with career counselors

Education trust career counselors can tailor training, provide one-on-one career planning and coaching, and help with skill assessments.



4. Schedule time for employees to take classes



5. Look for development opportunities

Ask a staff member to lead a huddle, serve on a committee or become an active unit-based team participant to gain experience and build skills.

...creates other leaders