

# 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