



DLA DIVERSITY PRINCIPLE #3 WE PROMOTE PERSONAL AND PROFESSIONAL GROWTH

Downsizing, reorganizations, mergers, and new skills requirements are creating career transformations for employees at all levels within DDC. These changes result in creating a more complex and dynamic workforce. Developmental opportunities help to meet today's organizational challenges.



Professional Growth: The process by which we attain additional knowledge, skills, and abilities that are applied to our jobs. It helps us become better employees.

Personal Growth: The process by which we attain and/or change our habits, attitudes, beliefs and opinions, which are uniquely related to us as individuals. It helps us become better human beings.

Professional and personal growth enhance each other. If you pursue one, the other will likely follow.

STUMBLING BLOCKS TO GROWTH



- Training/development programs not publicized.
- Downsizing places a time crunch on everyone.
- Shortage of funds for training.
- Some people feel training will not make a difference.
- Training opportunities not offered to all levels.
- Training misunderstood - it does not guarantee a promotion.
- Some employees don't want to grow - uncomfortable with change.

- Benefits of Personal Growth:**
- More well-rounded employee
- More satisfied employee
- Less turnover & absenteeism
- More loyalty

- Benefits of Professional Growth:**
- Increased knowledge of employee
- Increased skill of employee
- More satisfied employee
- More productive employee

How DLA/DDC Supports Professional and Personal Growth:

- Career Intern Program
- Mandatory Training Guides
- Long Term Training
- Supervisory Training
- DLA Program for Developing Managers (Simmons College)

- Individual Development Plans
- Tuition Assistance
- Rotational Opportunities

