

# What is my role in Employee Development?

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### WHY THIS MOMENT MATTERS

The development of your team is one of the most important aspects of your role as a Leader. Although the employee is in the driver's seat for their own development, you enable them to identify and seize the right opportunities for their development. Development of your team means better performance that leads to growth for both Syensqo and your team.

### WHAT TO DO AS A LEADER

- Take the time to develop a deep understanding of each member of your team including the areas in which they need to develop capabilities and skills;
- Understand their career aspirations looking 1, 3, and 5 years out. If they aren't sure or clear on their career goals, engage in a coaching conversation. Not sure what questions to ask to stimulate this discussion? Consult this [development discussion guide](#).
- Engage in regular conversations that are not just focused on their objectives, but also their development;
- Provide clear and actionable feedback on what they are doing well and what they need to do better;
- Identify challenging projects and work to accelerate their development;
- Leverage your network to make connections and find opportunities to expose them to other GBUs and Functions that match their career goals;
- Employee development is a critical part of every leader's role. Guidance on coaching and providing professional development for your team members is available in the [Leader's Guide to Coaching & Professional Development](#).

Date last updated:13 Feb 2025

- [Coaching](#)
- [Top Talent Management at Syensqo](#)