

7 tips for an impactful development program - Culture Amp

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Executive Summary

This article addresses the challenge of creating effective employee development programs in organizations. Culture Amp's people scientists argue that employee development is the primary driver of employee joining and leaving decisions, citing their analysis of thousands of surveys showing 46% higher engagement when employees can develop relevant skills and 2x higher likelihood of departure without L&D access. The authors present seven fundamental tips: ensuring leadership priority, defining clear roles, balancing individual and business needs, personalizing development plans, providing continuous coaching, using appropriate tools, and incorporating feedback. The article concludes that structured, personalized development programs can significantly improve retention and engagement while being scalable for organizations.

Key Insights

1. Employee development is the number one reason employees join or leave companies according to Culture Amp's survey analysis
2. Employees are 46% more engaged when they can develop skills relevant to their interests
3. The three E's framework (Experience, Exposure, Education) provides cost-effective development approaches with Experience and Exposure requiring minimal financial investment

Practical Takeaways

- Structure development as a team sport with clear roles for employees, managers, and the company
- Time development planning shortly after performance reviews to create concrete links between goals and growth plans

Frameworks Mentioned

Three E's of Development — Experience (on-the-job growth), Exposure (learning through observation), and Education (structured learning)

Critical Analysis

The article provides a structured approach to employee development with specific statistics and actionable frameworks. However, it is heavily influenced by Culture Amp's commercial interests, particularly in the tools and content section which promotes their Develop and Skills Coach products. The research citations

lack detail about methodology and sample sizes. The advice is practical but not independently validated outside Culture Amp's data.

Organizational Practice

Culture Amp implements employee-driven development with manager support and company-provided structure, using regular check-ins and development planning tied to performance reviews

Strategic Implications

Organizations are shifting toward employee-centric development models that require structured frameworks and continuous coaching rather than traditional training programs

Validation Status: passed

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