



# EMPLOYEE DEVELOPMENT ASSOCIATES

*Unleashing the Talent within...*

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**A story that connects you to our mission.** There was a good piano player, part of a trio, who performed at a bar. People came out just to hear him play. One night, a patron told him he didn't want to hear him just play anymore. He wanted him to sing a song. The player said he didn't sing. But the customer was persistent. He told the bartender, "I'm tired of listening to the piano. I want that guy to sing!" The bartender told the piano player that if he wanted to get paid, he'll sing a song for the patron. So he did. The piano player who had never sung in public did so for the very first time. And no one had ever heard the song "Sweet Lorraine" sung the way it was sung that night by none other than Nat King Cole. He had talent he was sitting on. He may have lived the rest of his life as a no-name piano player in a no-name bar, but because he had to sing, he went on to become one of the best-known entertainers in America. [There's a lesson here.](#) We all have hidden talents. Great organizations understand this and challenge their people using supportive approaches to learn and explore new opportunities. They know that another Nat King Cole exists.

**So when's the last time someone asked you to do something for the first time?** When have you stretched yourself or others you're responsible for? Do you hold yourself back from new adventures? Do you ever think that it's time to step up, but hold yourself back?

**The hidden benefits in exploring beyond your comfort zone** is that a change of scenery can broaden your worldview, which in turn helps you discover hidden abilities and motivations that stimulate positive change.

Examples of **Opportunity Zones** that can stimulate the next "Aha Moment" for you and your people.



## Be More Intentional About Career Transitions Professional Transition Coaches

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Connect employees with professionals who have expertise in career coaching, career mobility, strategic planning, and resource acquisition. Through individual consultation and group programs and events, people seeking to grow within the company will gain the credentials and confidence needed to position themselves for future responsibilities. PTCs and Advisees can meet for up to three one-on-one sessions to discuss their concerns, goals, and questions in a confidential setting along with attending group networking and training sessions to practice moving ideas into actions.



## Connect Employees to the Organization's Ecosystem Work Flow Simulation

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Quickly engage workers by rotating them through different stations that represent internal departments or external customers to build a stronger awareness of their affect on organizational outcomes. Employees are able to meet with other employees who are connected to similar processes and company executives who can provide insight to the company's mission and strategic goals. This interactive approach gives management the opportunity to screen employees who exhibit qualities that could be tapped in the future.



## Practice Communicating Fearlessly Story Telling & Role Playing

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Use playful group work to focus individual and team communication towards collaboration, service, positive thoughts, acceptance, relieving stress, shifting power, and overcoming fears. These exercises can stimulate open communication, strengthen appropriate responses to new situations, and give voice to those who have felt unidentified within the organization.



## Stay Informed of Trends, Opportunities and Achievements Career Corner

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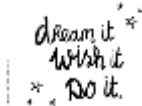
Weekly e-communications on company and employee driven topics that keep staff up-to-date and in-the-know of concepts and projects that are related to the organization and its industry.



## Professional Development Seminars & Conferences Weekend Warrior Program

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Half day professional development seminars in the workplace supporting employees' goals to expand their talents, complete trainings, and be exposed to new resources, concepts and practices.



## Inspire Employees to Think BIG Make a Wish Challenges

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Employee driving dream teams are built to support co-workers who wish to achieve a personal goal that will impact their life positively. This collaborative approach to serving those we work with improves communication, teamwork, loyalty, and morale.



## Outdoor Adventures & Competitions Adventure Coaching & Group Challenges

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Off site adventures are a great way to stimulate new thinking during a focused challenge that tests your own boundaries. Typically conducted in groups, staff will be led by experts in activities that will place them in situations unfamiliar or slightly beyond their comfort zone to purposely have them learn about themselves and others during moments of struggle.



## Complete & Continue Education & Training Learning Navigator Program

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Over 30% of all employees started a dream of a college education, but never finished it due to life situations and the rising costs of achieving their goal. Learning keeps people connected to global issues that affect local communities and workplaces. These environments also encourage people to apply a growth mindset and practice adapting to change at any age.



## Start the Week with a Surprise Magical Mondays

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What do your employees say on Sunday evening, or Monday morning as they greet each other? You could shake it up a bit to change their thinking and bring new life to an age old bring attention to something different way. Management motivated surprises that motivate and inspire employees to be their best throughout the week.



## Connect Your Staff to Their Customers & Community Road Trip Connections

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Off-site visits to suppliers, vendors, contractors and where your customers hang out can help workers feel a connection with the end product. These interactions can build stronger understanding and relationships to those invisible partners and customers who use your products and services. This can inspire workers to heighten their quality standards knowing who the end users are and what they seek in products.