Introducing *Paths to Improvement: Navigating Your Way to Success*—with 14 ways to improve results on the job. Improve performance and potential by going beyond traditional methods.

*Paths to Improvement: Navigating Your Way to Success* is designed for individuals who are seeking alternative routes to improving their performance and potential. The newly revised book (previously published as Broadband Talent Management) reviews 14 paths to improvement, helps you identify a suitable path for your situation, and sets you on your way to success.

It is also ideally suited for coaches, mentors, bosses, and HR professionals—anyone charged with helping others improve their effectiveness.

Two key pieces of information are needed to navigate your way: where you are now and where you want to be. Determining where you are now—what skills you have, which ones are missing—can be done through building self-awareness and seeking feedback. Korn/Ferry International research shows that acting on this essential information can increase the likelihood of success on the job.

The options for what you do—how you will achieve your goals—are numerous. For most people, development has meant discovering and fixing weaknesses. This approach can bring results, but it is seldom enough. And focusing exclusively on weaknesses can be challenging and discouraging.

Another common approach is to leverage strengths. Again, this can be somewhat effective, but it may ignore needs in other areas. *Paths to Improvement: Navigating Your Way to Success* is designed for motivated professionals who want to use these traditional approaches along with exploring the many alternative ways to improve their performance. It offers 14 plans for improvement, as well as tools to help you determine which plan is right for you and get you started on your way to success.

**How to Use This Book**

If you want to succeed at work but you do not know the best way to get results, think of this book as your own personal coach. It will help you build self-awareness, decide on a plan, set goals, and monitor your progress.
If you are a coach, mentor, boss, or HR professional, *Paths to Improvement: Navigating Your Way to Success* is a critical resource to help guide conversations about career, performance, and development.

Enable More Productive Coaching Conversations with the Paths to Improvement Coaching Reference Guide

The Paths to Improvement Coaching Reference Guide which summarizes the 14 plans from the *Paths to Improvement: Navigating Your Way to Success* book, offers quick and easy reference for coaches to use during coaching conversations.

**Coaches can use the Coaching Reference Guide to:**
- Choose the best plan for the current situation and skill level.
- Answer the coaching questions provided in each of five steps to improvement.
- Gain buy-in by using the template to write down the goal, interim plan, and longer-term plan.

**The Coaching Reference Guide can also be used by:**
- Proactive, self-sufficient individual learners who want to work through a plan for improving a mission-critical skill.
- Executives responsible for talent and human resource management.