

Leading growth

The 1:1 framework for managers who coach careers, not just tasks

Managers who run strong 1:1s retain their best people, build a stronger internal talent pipeline, and keep the right skills in place for what's ahead. This framework builds durable behavior change, not a one-time training moment, which means real savings on turnover and hiring, a workplace that attracts top talent, and better output for both your employees and your customers.

1 Enable and advocate

Actively support and champion each person's career growth, not just their day-to-day output.

2 Align to priorities

Connect development to the work already happening, so growth is built in, not bolted on.

3 Set and reinforce

Set clear expectations and follow through, with accountability on both sides.

4 Assess readiness

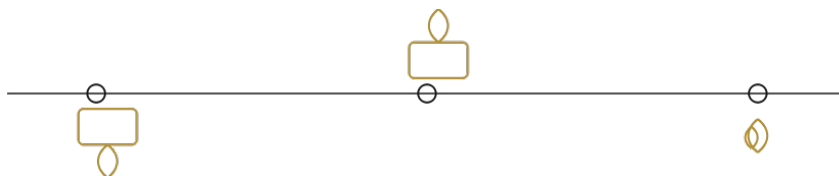
A simple framework for education, experience, and exposure, so next-step conversations are grounded, not guesswork.

5 Structure the 1:1

A practical, take-home tool that turns good intentions into a real, repeatable conversation.

6 Build peer connection

Create space for shared practice and learning in the flow of everyday work.



How you'd measure it

- Retention rate of high performers, year over year
- Percentage of open roles filled internally vs. externally hired
- Time from "ready for promotion" to actual promotion

These are our recommended measurements. We'll work with you to align this framework with your existing structure, and with your team to build a measurement strategy so you can see the real impact.

Choose the level of support that fits

Toolkit only	Self-serve framework and templates
Toolkit and training	A live session to put it into practice
Train the trainer	Built for repeatable internal delivery

Works alongside the tools you already use, including Percipio, Skillsoft, and internal LMS platforms

Email us to get started

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