

DEVELOPMENT OPPORTUNITIES LIST



There are many opportunities for development. The following lists provide a sample of what can be done in the categories of education, job assignments, and mentoring/networking.

EDUCATION

- Public seminars
- Executive leadership programs
- Advanced degrees
- Custom in-house training
- Brown bag lunches
- Self-directed study
- In-house leadership development
- Conducting training
- External training from professional groups
- Books or videos
- Study groups
- Action learning
- Experiential learning

JOB ASSIGNMENTS

- Job rotation
- Special projects
- Committees
- Lateral moves
- Cross functional job moves
- Temporary job assignments
- On-the-job training / apprentice
- Activity assignments
- New location opening
- New construction
- Special in-house assignments
- Temporary replacement / fill-in
- Short-term move
- New start-up project
- Job enrichment / increased scope
- Team projects
- Stretch assignments
- Turn-around
- Leading a project team

MENTORING / NETWORKING

- Mentoring
- Coaching
- Intern program
- Job shadowing
- Cross-functional assignments
- Professional associations
- Conferences
- Business meetings
- Community involvement
- External assignments / relations
- Learning communities
- Senior management meetings
- Special assignments externally
- Customer relations

THE ROLE OF TECHNOLOGY

Technology has enabled many opportunities for people to learn. These include eLearning, video-based learning, virtual reality, artificial intelligence, electronic performance support, and artificial intelligence. The key is to match the learning opportunity with the preferences with the employee so that they have the best experience and are motivated to implement what they learned.

