

7.2 Menu of Professional Development Options

ABOUT THIS TOOL—Many of our most powerful learning experiences occur outside of classrooms, workshops, and conferences. This chart is meant to spark creative thinking in deciding how best to foster employee development. There are many low- or no-cost options that can lead to lasting learning.

APPLICATION—Study the chart and review with your employees to identify promising professional development opportunities.

Learn from the Work Itself	Learn from Colleagues	Learn through Teaching	Reflective Learning	Learn with Others
1. Take on stretch assignments (<i>assignments at a higher level of complexity and skill</i>) 2. Participate in a cross-division or office working group 3. Develop or improve a process, procedure, or practice 4. Learn and apply a new method or technique 5. Take on temporary assignments 6. Help design and lead team retreats 7. Work across cultures	8. Join or start a study group, journal club, or community of practice 9. Find a mentor for yourself 10. Join a LinkedIn group 11. Network (<i>meet periodically with other professionals to learn about their experiences and challenges</i>) 12. Learn from the “Digital Network” (Google, YouTube, TED, Wikis, Websites...) 13. Shadow a colleague for a day (or so)	14. Mentor others 15. Read and report to your team on what you read 16. Teach a workshop or course 17. Present at a conference 18. Share what you learn with your team	19. Write case studies and articles 20. Solicit feedback 21. Keep a journal 22. Read a book 23. Create your personal vision and mission statement 24. Clarify your values	25. Join online discussion groups 26. Take an online course or workshop 27. Attend workshops, seminars, and conferences 28. Volunteer in your community 29. Participate in professional associations 30. Take field trips with teammates to see how others do business 31. Go back to school for a graduate certificate or degree

Source: Developed by the author