



Menu of Development Activities

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| <ul style="list-style-type: none"><input type="checkbox"/> Attend industry association training, conferences and workshops.<input type="checkbox"/> Provide vacation relief for the incumbent of the desired role.<input type="checkbox"/> Arrange for one-on-one mentoring by the manager of the desired role.<input type="checkbox"/> Attend meetings related to the desired role.<input type="checkbox"/> Take on additional responsibilities of the desired role.<input type="checkbox"/> Teach lunch-and-learns about their area of expertise.<input type="checkbox"/> Attend client meetings.<input type="checkbox"/> Take on more strategic projects, such as decreasing waste or improving the performance management process, to provide them with a broader skill set and experience.<input type="checkbox"/> Take on a software implementation in the area they want to move into.<input type="checkbox"/> In a project-based company, move associates (or project coordinators) to projects where they will learn different disciplines.<input type="checkbox"/> Ask associates (or project coordinators) to create a brief for the client, and have them present that brief to the client.<input type="checkbox"/> Attend senior management meetings.<input type="checkbox"/> Take online courses (could be pre-recorded in-house webinars).<input type="checkbox"/> Receive executive coaching.<input type="checkbox"/> Act as a mentor. | <ul style="list-style-type: none"><input type="checkbox"/> Serve on a committee or task force charged with addressing a pressing business problem.<input type="checkbox"/> Lead a committee or task force charged with addressing a pressing business problem.<input type="checkbox"/> Handle a negotiation with a customer.<input type="checkbox"/> Present a proposal to top management.<input type="checkbox"/> Go off-site to troubleshoot problems (for example, deal with a dissatisfied customer).<input type="checkbox"/> Be part of a recruiting committee.<input type="checkbox"/> Serve at a tradeshow booth.<input type="checkbox"/> Do a project with another function.<input type="checkbox"/> Take on an “undoable project” (in other words, the last person who tried failed).<input type="checkbox"/> Take on a cost-cutting initiative.<input type="checkbox"/> Resolve a conflict between warring peers or subordinates.<input type="checkbox"/> Write a proposal for a new system, product, etc.<input type="checkbox"/> Spend a week with customers and write a report.<input type="checkbox"/> Do a competitive analysis.<input type="checkbox"/> Study the innovation of customers/competitors.<input type="checkbox"/> Evaluate the impact of training.<input type="checkbox"/> Join a board. |
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