

On the Job Learning—Developmental Activities

- Taking on new or challenging tasks within your current job
- Participating in a job exchange—trading jobs or tasks with co-workers
- Taking a representational assignment—filling in for a co-worker or manager at meetings
- Taking an acting assignment—temporarily taking the place of a co-worker or manager
- Participating on or leading a task force, committee, work group, or special project
- Reading articles or books—reading on your own or in a “book club” with co-workers or others
- Shadowing a skilled co-worker or manager to see the application of skills you are working on
- Shadowing a manager or employee to better understand their work
- Facilitating roundtable discussions with co-workers about articles, videos, or other publications
- Participating in roundtable discussions with experienced individuals on developmental topics
- Taking or delivering program subject matter training or education
- Taking or delivering on-line courses, webinars
- Participating in or conducting leadership training
- Facilitating a meeting with stakeholders to get customer feedback
- Making or attending presentations at conferences
- Attending or presenting to community, business, or professional group meetings or workshops
- Having an effective individual become your mentor or coach
- Taking part in joint projects with another organization
- Facilitating a process improvement discussion with your work group or your peers
- Developing model language for typical writing tasks in your office and share with colleagues
- Writing an article on a program or leadership topic and distributing it
- Requesting feedback on your efforts to grow from a supervisor or other respected person