Developing Others

Learning Objectives

- Recognize the importance of development to individual, team, and organizational success.
- Identify who is responsible for determining the most effective way to develop skills, knowledge, and competencies.
- Use a process—ASSESS–ACQUIRE–APPLY—to help people create and implement individual development plans.
- Measure the effectiveness of development efforts.

Course Description

Organizations need to get the most out of their people, and employees want the opportunity to do more, grow, and develop. This course provides leaders, coaches, and mentors with the practical process and the skills necessary to develop talent. Leaders will learn what they can do to help team members create development plans that will enable them to support organizational goals while achieving their personal and professional goals too.

Resources (for learner)
- Development Activities
- Job Aid
- Strengths and Growth Areas Worksheet
- Development Action Forms
- Development Action Form Instructions
- Learning Methods
- Ways to Measure Development
- Applying New Skills, Knowledge, and Competencies
- Sources of Organizational Data
- Agenda for Meeting with Manager

Resources (for managers of learners)
- Management Support Tool
- Tips for Giving Feedback