

## Leadership Development Design Ideas 2014

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### Daily Experiences

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- Conduct regular job shadowing.
- Be an Onboarding Buddy.
- Assign would be leaders to be project leads.
- Have people who can double up the task especially for the people who take maternity leave or long sick leave.
- Ensure the right people for the right position (selection process).
- Take time to identify the right mentor.
- Install online quizzes (or any test items) and assessment to enhance the effectiveness of the elearning modules.
- Expect a simple task or action item will be formulated to ensure the application of what have been learned. The tasks or action plans are sent to the supervisors for monitoring and providing their feedback.
- Assign a peer level onboarding buddy to act as a person to help navigate the organization.
- Set a corporate culture structure that helps push leadership training down the line.
- Look at the entire organization holistically to determine all that you can do.
- Provide interviewing and resume assistance for those who will be off boarded.
- Provide an onboarding program and posters around the work site to clarify the culture, vision, and mission.
- Get new employees off to a great start by taking them to lunch during the first week.
- Establish an emerging leader program to help employees know what it takes to become a leader.
- Act as a project lead in different department.
- Provide in-store trainers in every retail outlet; certified trainer can help with onboarding, provide specialized training, and to spot high potential.
- Hold yearly small team meetings where each identifies 3 different strengths as well as one problem. The team talks through each problem to obtain different perspectives and possible solutions.
- Hold a short monthly Lessons Learned Meetings with all potential employees.
- Create job rotations with another organization.
- Find ways to switch jobs with suppliers.
- Make time for volunteering activities in the community.
- Send employees to work in other countries for both short and long term
- Send leaders to another country to live as the customer; for example, World Bank uses this as a hardship experience to understand the needs.
- Find ways to emphasize ethics and to understanding your client perspective.
- Plan a loaned executive program; the loaner gets an opportunity to practice leadership in a different setting; the recipient company benefits through the expertise.

- Identify school-focused activities to provide students opportunities to understand what business and worklife are about, the importance of STEM (Science, Technology, Engineering, Mathematics) and business careers.
- Send to a variety of conferences, not just the same ones.
- Create special job assignments.
- One company has a 6 month worldwide project where they assign employees from different divisions to a potential new service area to identify the challenges the company will face.