

## Examples of Developmental Strategies

Any project or task contains the potential for learning and development. It might be totally new learning, confirming learning previously acquired, or using previous learning in a whole new and innovative way. The list of activities from which people can be endless! With that proviso, following is a list of possible strategies and the ways they can be used to develop skills:

Gap Addressed	Strategy	Example
Education	Degree or Credential Program	Employee completing Master's in Public Administration
More than one employee has gap in specific area or management team needs to take action together	Specialized training for management team	Management team receives training in strategies for engaging employees
Teamwork skills, Analysis, Visibility, Exposure to new people, Diversity awareness	Special project, team assignment	Being on a team to study demographic changes among the citizens and the impact of those changes on services
Exposure to special location or culture	Assignments in new location	Sheriff Captain in Jail East working at Jail West
Exposure to skills and knowledge of lateral employee in different division	Cross Training	Employee from one section or department shadowing another employee in a key role.
In depth how-to's of leadership position outside regular area of influence	Leadership Internships	Department Head working as Deputy County Manager for specified length of time;
Specific developmental areas	Informal Mentoring	Feedback immediately following public meeting on employee's handling of public's questions
Specific developmental areas	Individual Short-term assignments	Employee takes over budget review process
Exposure to outside groups for competency in higher level position	External Leadership Experience	Police Major being involved in state police function(s) and/or training
When specific competencies need to be developed	Human Resources sponsored training and programs	Employee meets with manager, discusses gaps, and reviews courses or programs available in this area. After training, they meet again to discuss how to apply learning in specific job settings.
Special skill; management style	Formal Mentoring	Employee paired with another manager for job shadowing to learn team building skills from manager with style worth emulating.