Potential Learning Activities for your IDP

MANAGING SELF

• Shadow, or job swap for a predetermined time, so you develop a better understanding of potential career paths.
• Join a professional organization, and sign up for a committee of interest, or role on the board.
• Network to meet at least 6 new people in other departments or campuses/municipalities.
• Do an information interview(s) with someone(s) whose role interests you, and discuss what you learned with your manager.
• Become a member of a community group and take on a leadership role in the group.
• Stretch out of your comfort zone by doing something new. Consider presenting to new audiences, tackling new project. Brainstorming with your supervisor for possibilities.
• Expand or update responsibilities in current role
• Work with an external coach through the HRMD/ Human Resources Development Branch to receive individualized on-on-one attention that will take you "from good to great."

• Reach out to leaders whom you respect for their advice and suggestions. Try the contemporary approach of creating your personal "Board of Directors" -- individuals with diverse perspectives who can be a sounding board for you as issues arise.

• Expand your internal network. Learn about opportunities and challenges facing your internal colleagues and how you can help each other.
• Lean what colleagues in your field are doing by attending professional conferences and joining relevant membership organizations.
MANAGING OTHERS

• Present at or lead a meeting(s) you do not normally run.
• Mentor someone in the organization.
• Teach someone a skill or area of expertise you possess.
• Develop the talent in your organization, with a special focus on grooming your succession slate.

MANAGING THE WORK

• Take on a significant role for a task/project/activity that crosses departmental boundaries.
• Build a business case for a change in your department, and present it to your manager.
• Create a process map for a service you provide to your customer groups, and analyze it for potential improvements.
• Work on a cross-functional or strategic project to solve a problem for the business.
• Form and lead a team to improve hands-offs between your department and one of your customer groups or departments.

MANAGING THE SYSTEM

• Serve as coordinator of a search/interviewing team for a position your group is looking to hire into, and fulfill the role of key liaison with HR for this position opening.