



## Methods to Develop Skills



Developing your team's skills is best done through a multi-layered strategy that incorporates training with other skill-reinforcing development activities like the methods below.

### Individual Development

#### **On-the-Job Learning**

- Stretch Assignments
- Projects within a business unit or other areas of the business
- Job Rotation

#### **Expert Guidance**

- Mentoring
- Coaching
- Shadowing

### Group Development (occasionally individual)

#### **Training: Courses, Workshops, Certification Programs**

- Live/structured and self-paced
- Completed together as a department/team and/or done individually
- Provided by the organization or by outside providers
- Customized and/or standard/generic


#### **Learning Communities**

- Learning Cohorts: groups of up to 15 people who set a curriculum that they all follow together, often over 6–12 months or more
- Learning Pods: groups of 2–6 people working together on one skill set, over the period of time that lends itself to the goal, typically at least six weeks

### Additional Methods for Leadership Development

- Sponsorship (expanding their network, advocating for them)
- Leadership Coaching
- 360 Degree Assessment and Surveys



 415.305.4984

 [jennifer@selbygroup.com](mailto:jennifer@selbygroup.com)  
[selbygroup.com](http://selbygroup.com)

 2625 Alcatraz Avenue, #358  
Berkeley, CA 94705

