

EXPERIENCE INVENTORY

The list of development experiences below is by no means exhaustive and is designed to serve as inspiration as you consider opportunities to achieve development goals.

Examples of Development Experiences

Internal Opportunities

- Fill in for a manager on vacation
- Mentor or onboard a new employee
- Represent the team at a cross-functional meeting
- Manage a particular project from start to finish
- Make a temporary lateral move to another part of the organization
- Help launch a new initiative, program, or business
- Help turn around a struggling project or business
- Present the team's work during a meeting
- Serve as a liaison between two or more functions
- Work on a challenging project or initiative
- Conduct a cost-benefit analysis
- Develop a new product or service
- Teach a process or course to the team or others
- Run a team meeting or briefing session
- Conduct a competitor analysis
- Engage in structured networking
- Participate in an enterprise-wide task force
- "Shadow" a leader in a different function
- Present the impact of a project or initiative developed by your team to a different business unit
- Tour other sites within the organization
- Do a rotation in a foreign country
- Interview a potential team member

- Keep a leadership journal
- Evaluate and refine a process
- Visit with a customer for a week to better understand needs and challenges
- Switch from corporate to the line or vice versa
- Create email templates for common customer communication
- Create a script for a presentation
- Create a budget
- Build a business case for additional resources

External Opportunities

- Coach a team
- Run a fundraiser for a community group
- Serve as a treasurer for a community group
- Run the marketing campaign for an event
- Serve as a tutor
- Conceive, plan, recruit for, and implement a volunteer project
- Join an industry association
- Present at a conference
- Join Toastmasters

