

Activities for Developing People Development Skills



Given all of the responsibilities you have as a leader, it can be difficult to find time to develop your own skills. The *Quick Guide to Developing People*, blog posts, and curated resources are intended to equip you to engage effectively in your developmental role. But learning to do anything well requires additional effort to translate what you are learning into action. The activities below can help you to move from knowing about how to develop people to being an exemplary developmental leader.

Learning Journal

Keep a single notebook for all of the advice and insights you gather from various sources. Whether in electronic form or on paper, you'll have a treasure trove of ideas from which to work. Regularly review your notes for reminders and additional insights.

Development Log

Keep a development log for each of your direct reports. Track their career goals and developmental goals. Make note of each of the moves you make to support their development. Keep notes on progress and on your developmental one-on-one conversations. Refer to it regularly to make sure you are doing what you can to support them in their learning journey.

Deep Dive

Take each of the developmental moves one at a time and review several if not all of the curated resources found at <https://l4lp.com/curated-resources/developing-people>. Take notes on the ideas you want to remember for your work with your direct reports. Do some of your own research on those topics that resonate with you.

Learning from the Best

Identify three to five people from your network (or recommended to you by your network) who are known to be good people developers. Share a beverage or a meal and see what you can learn from them about what's important and how to approach this part of your leadership role.

Action Learning Group

Identify one to three additional leaders who are also intent on bolstering their approach to developing people and form a mutual support group. Meet regularly to share ideas and challenges. If you like a formal approach, use **action learning** or **work-out-loud practices** to provide structure to your meetings.

Personal Standards

Based on all that you are learning, develop a personal standard for being an exceptional people developer. Name the behaviors and qualities that you want to exhibit in working with your direct reports and describe what excellence looks like. Write a personal mission or motto to remind you of your aspiration in this arena.

Aligning with Corporate Systems

Take time to align what you are learning with the processes, practices, and standards your organization has created related to developmental planning. Go above and beyond to use the systems to your advantage and to minimize any elements of the system that seem to be not ideal.

Scaffolding Self-Directed Learning

If any of your direct reports have the experience and skills to manage their own development, review the resources at <https://l4lp.com/curated-resources/scaffolding-self-direction-at-work/> to ascertain what you can do to be as supportive as possible. Consider recommending the *Charting Your Course Workbook and Guidebook* to assist them in their endeavors (without taking over for them!).