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Nota di contenuto	Cover; Praise for Experience-Driven Leader Development; About This Book; Title page; Copyright page; Contents; List of Exhibits, Figures, and Tables; Foreword; Acknowledgments; Introduction; Section 1: Developmental Experiences: More Intentional for More People; Section Introduction; Equipping Employees to Pursue Developmental Experiences; 1: Intensity and Stretch: The Drivers of On-the-Job Development; The FrameBreaking Leadership Development Process; Step 1: Gain Insight from Prior Experiences and Understand Development Needs Step 2: Draft a Career Story and Understand a Personal Development Arc Step 3: Identify Potential Development Experiences; Step 4: Create an Experience-Based Development Plan; Step 5: Use Ongoing Reflection to Gain the Most Out of Experience; Additional Applications of the FrameBreaking Model; Resources; 2: A Leadership Experience Framework; The Leadership Experience Framework; Experiences Across Organizational Levels; Conclusion; References; 3: Identifying Development-in-Place Opportunities; Resources; 4: Leadership Maps: Identifying Developmental Experiences in Any Organization

Interviewing Senior ExecutivesLeadership Experiences; Lessons Learned; Personal Strategies; Situational Catalysts; General Advice; Conducting Leadership Workshops; Mapping the Linkage; Building the Toolkit; Lessons Learned; 5: Building Organization-Specific Knowledge About Key Developmental Experiences; Creating the Model of Key Developmental Experiences; Information Contained in the Book; Converting the Book to Podcasts; How the Book and Podcasts Are Being Used; Lessons Learned; 6: Expression of Interest: Making Sought-After Roles Visible; The Approach; Benefits and Challenges 7: Designing Part-Time Cross-Functional ExperiencesLessons Learned; 8: Creating Project Marketplaces; Reference; Leveraging Existing Experiences for Learning; 9: Leveraging the Developmental Power of Core Organizational Work; Context; The Practice; Accelerating Leader Development; Role Positioning; Team Composition; Team Member Preparation; Flow-on Development; Developmental Check-ins; After-Action Review; Post-Experience Placement; Evaluation; Applying This Approach to Your Organization; 10: Learning Transferable Skills Through Event Planning 11: Pinpointing: Matching Job Assignments to EmployeesPinpointing Steps; Step 1: Develop a List of Possible Assignments; Step 2: Triage Employees Based on Learning Stage in Their Current Jobs; Step 3: List Capability and Experience Gaps for Each Employee; Step 4: Match Job Assignments to Employees; Step 5: Determine Additional Development Support for Each Employee; Making Pinpointing an Engaging and Valuable Experience for Senior Leaders; Follow Up; 12: Learning from Personal Life Experiences; A Reflective Exercise; Psychological Strength; Personal Relationships for Support Opportunities to Learn

Sommario/riassunto

This book is written for human resource, organization development, and training professionals who need real-world best practices that show how actual workplace learning approaches work and how they can be applied. Co-published with the acclaimed Center for Creative Leadership, this important book offers a compendium of best practices, tools, techniques, processes, and other resource resources to harness the developmental power of work experiences for leadership development. In addition the book includes illustrative case studies of leadership approached that have worked in such forward thinkin
