



**Cynthia D. McCauley**

**DEVELOPMENTAL  
ASSIGNMENTS**

**Creating Learning  
Experiences without  
Changing Jobs**

**CENTER FOR CREATIVE LEADERSHIP**

# Developmental Assignments Creating Learning Experiences

**Anna E. Flynn**



## **Developmental Assignments Creating Learning Experiences:**

Developmental Assignments: Creating Learning Experiences Without Changing Jobs Cynthia D McCauley,2006-02-15

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McCauley,2008-08-01 This book is modeled after Eighty Eight Assignments for Development in Place one of the Center for Creative Leadership s most popular publications In the years since that report was published we have learned more about development in place from research from working with managers and organizations that are making use of developmental assignments and from our colleagues in the field We believe it is time once again to consolidate our knowledge into one tool to help leaders add developmental assignments to their own jobs and help others do the same The tables inside this book are full of assignments You ll also find cross references to CCL s assessment tools 360 by Design Executive Dimensions Benchmarks Prospector and Skillscope If you want to target the development of specific competencies as a result of receiving feedback from any of these the cross references will direct you to appropriate assignments **Developmental**

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**Experience Explorer Facilitator's Guide** Meena Wilson,N. Anand Chandrasekar,2014-10-13 Experience Explorer gives leaders a powerful and efficient tool for discovering what they have learned about effective leadership and what they still need to learn When leaders explore and talk about their past experiences they can better plan future learning experiences This Facilitator s Guide coupled with the additional materials purchased from the Center for Creative Leadership will provide a facilitator with the information needed to facilitate an Experience Explorer session

Experience-Driven Leader Development Cynthia D. McCauley,D. Scott Derue,Paul R. Yost,Sylvester Taylor,2013-11-22 This book is written for human resource organization development and training professionals who need real world best practices that show who 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 thinking organizations as Boeing Microsoft and Heineken

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*The Trainer's Portable Mentor* Terrence L. Gargiulo, Ajay Pangarkar, Teresa Kirkwood, 2008-06-23 This highly accessible comprehensive resource shares the passions and key lessons from an all star cast of respected training professionals The authors covers a range of training topics from designing writing delivering measuring and managing training to developing business acumen They have divided the book into five sections Designing Training Delivering Training Workforce Performance and Learning Measurement and Evaluation and Professional Development including over 60 articles as well as additional resources on a special Web site helpful checklists case studies and assessments throughout and an easily customizable CD The Trainer s Portable Mentor is ideal for anyone new to the field of training and development as well as veterans looking for succinct practical nuggets they can put to use right away

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