



Cynthia D. McCauley

DEVELOPMENTAL ASSIGNMENTS

**Creating Learning
Experiences without
Changing Jobs**

CENTER FOR CREATIVE LEADERSHIP

Developmental Assignments Creating Learning Experiences

Cynthia D. McCauley



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Informal Learning Basics Saul Carliner, 2023-05-26. *Informal Learning Basics* provides training and development professionals with guidance and practical lessons on harnessing the vast potential of informal learning in their organizations. While formal training has been the focus of many corporate training programs for the past century or more, much of the actual knowledge and many of the skills workers use in performing their jobs are nonetheless developed informally. *Informal Learning Basics* will assist you in recognizing and utilizing the informal learning possibilities in your company and will show you how to create a framework of highly cost-effective training opportunities and a culture in which your employees are able to learn and grow in an efficient and unobtrusive way. In addition to providing an in-depth study of the concepts of informal learning, *Informal Learning Basics* also offers an analysis of how workers develop much of the knowledge for their jobs informally, real-world case examples of informal learners, an examination of the nine principles which govern informal learning in the workplace, suggestions on how to blend formal and informal learning in your organization, descriptions of specific activities for both group and individual informal learning.

opportunities a discussion of the importance of support personnel in creating and maintaining effective informal learning programs an exploration of the significant role played by technology in informal learning information on the importance of providing a codified framework for informal learning in your organization a consideration of the fact that traditional approaches to evaluating training are often ineffective when evaluating informal learning and suggestions on how to best evaluate informal learning programs In an era where organizations of all shapes and sizes are increasingly focused on cutting budgets and maximizing the return on their training investment incorporating informal learning opportunities into your training programs will result in competent and knowledgeable employees and great ROI for your company With its wealth of insight and information on capturing the potential of informal learning and using it to your organization's advantage *Informal Learning Basics* is essential reading for every training and development professional *Learning Agility: Unlock the Lessons of Experience* George Hallenbeck, 2016-05-25 Experience is vital for a leader's success but merely having an experience such as a challenging new job a stretch assignment or an unexpected hardship isn't enough The best leaders know not just how to seek out developmental experiences but how to extract the essential lessons within each experience and apply them to future situations This book will walk you through a four step process for making the most out of your experiences You will learn how to seek out beneficial experiences make sense out of both old and new experiences internalize the most useful lessons from each experience and apply those lessons to new unfamiliar and challenging situations By becoming learning agile you'll be able to use the lessons of experience to meet the challenges headed your way

Experience-Driven Leader Development Cynthia D. McCauley, D. Scott Derue, Paul R. Yost, Sylvester Taylor, 2013-11-25 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 approaches that have worked in such forward thinking organizations as Boeing Microsoft and Heineken *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 *Mastering Public Health* Barry S. Levy, Joyce R. Gauvin, 2012 Mastering Public Health will enable you to improve your performance and productivity within your organization and with the people and the communities you serve Designed for new and seasoned public health workers alike this user friendly guide focuses on the

day to day practical skills and competencies that are often not taught in educational or training programs It is a how to book with tools techniques tips checklists and other resources that will assist you in developing your competencies in the areas of communication administration and management and leadership Using this book will enable you to be more effective in many areas of your work including Communicating with the public Advocating for programs and policies Speaking and writing Being culturally competent Planning budgeting and obtaining funding Recruiting and developing employees Improving quality and initiating and sustaining change Creating a vision and inspiring others The 60 contributors to this book are experts in public health as well as in the fields of education and organizational management They have worked in federal state and local government agencies as well as non governmental organizations academic and research institutions and consulting organizations In their chapters commentaries and textboxes they share their expertise and experience and describe best practices Their personal stories illustrate real world challenges they faced and successes they achieved

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Wexley,1991 **The Center for Creative Leadership Handbook of Leadership Development** Cynthia D. McCauley,Russ S. Moxley,Ellen Van Velsor,Center for Creative Leadership,1998-07-28 This guide presents six developmental strategies commonly used in organizations and illustrates how these strategies have been successfully used in real organizations The book also includes a look at the changing views of leadership and leadership development for non traditional managers **Managing Performance Through Training and Development** Alan Michael Saks,Monica Belcourt,Wright, Phillip Charles,2000 **Developmental Experiences in Managerial Work** Cynthia Denise

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