

# Development

## Variety of Developmental Experiences

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Start-ups

Turnarounds

International assignments

Coursework

# Development

## Ability to Learn

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Recognizing need for new skills

Willing to try new things

Highly motivated

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## LEADERSHIP DEVELOPMENT

## Ability to Learn

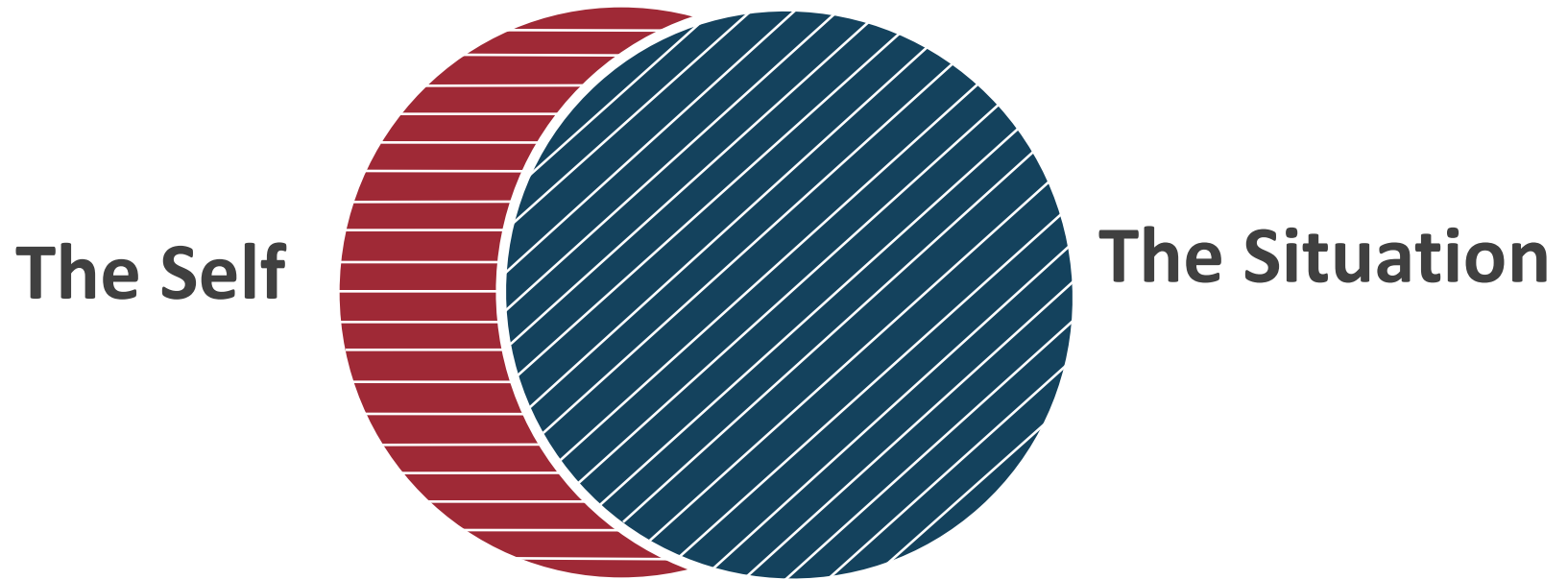
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Recognizing need for new skills

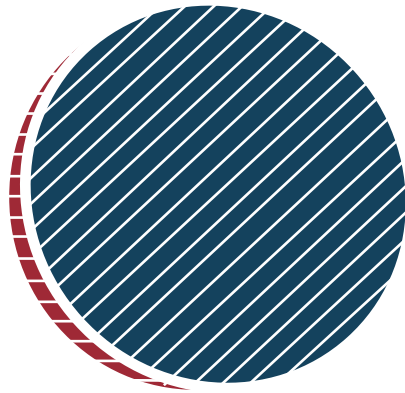
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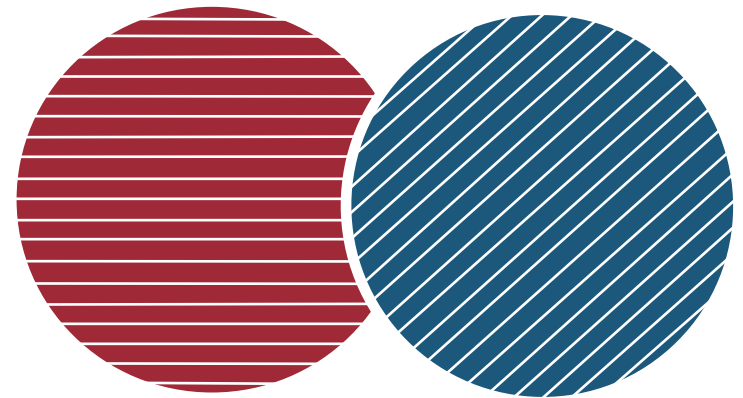
# Developmental Experience



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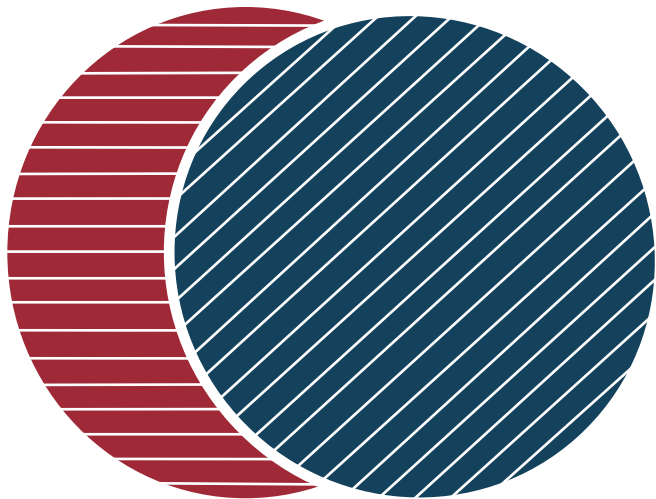


**No Challenge**



**Challenge Too Great**

# Developmental Experience



**The Self**

**The New Situation**

A certain amount of challenge is crucial to development.

Too little challenge and there is no growth.

Too much challenge and the individual may revert to what they know well and will subsequently derail.

# Assessment ~ Challenge ~ Support

- Evaluates one's current level of competence, expertise, or behavioral impact
- Provides a benchmark....
- It unfreezes one's present perceptions
- Optimally it should be continuous
- From others, instruments, professionals, etc.

# Assessment ~ Challenge ~ Support

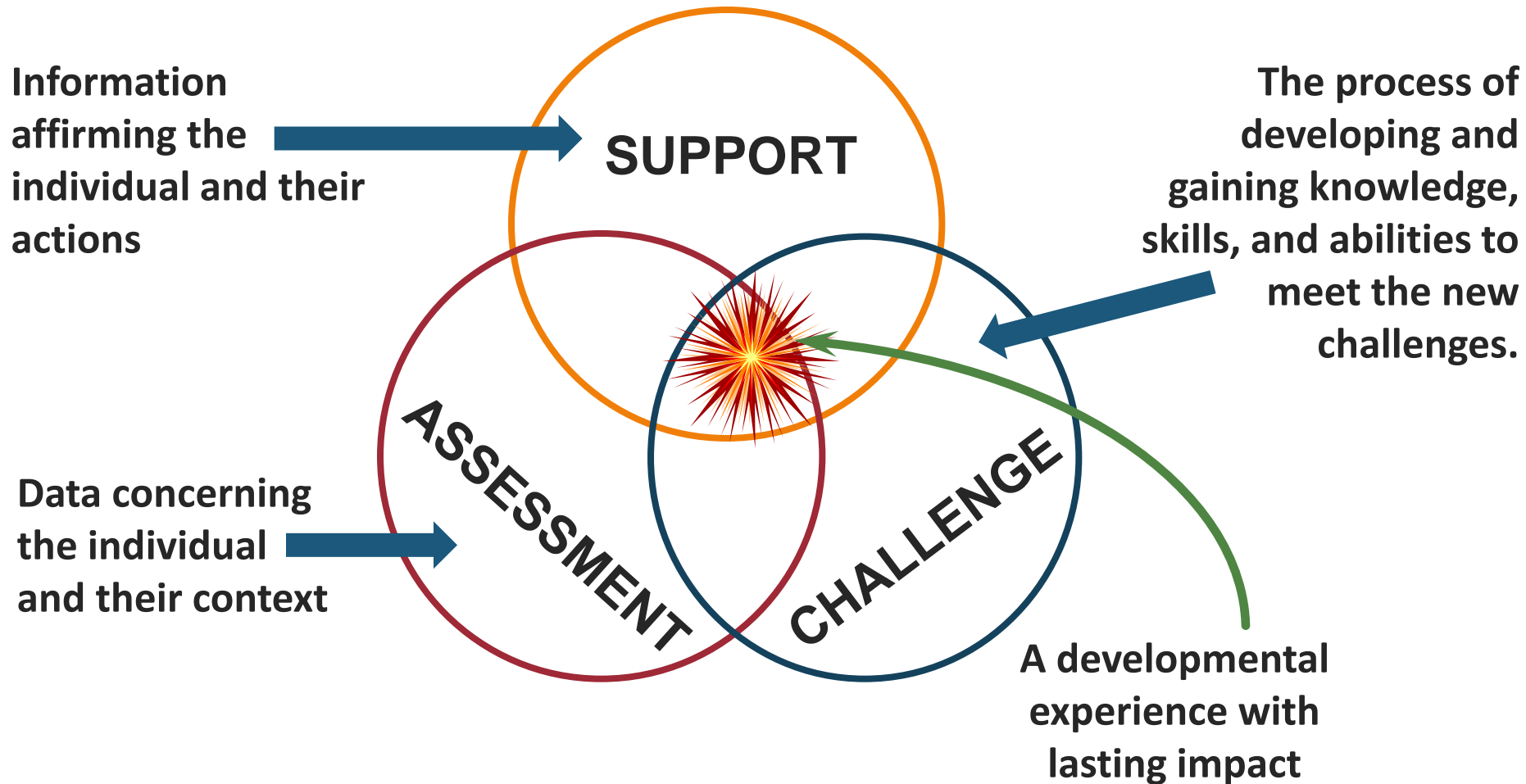
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- One moves beyond their current reality to a higher plane
- Disequilibrium is created and comfort zones are stretched
- New capacities to influence are developed



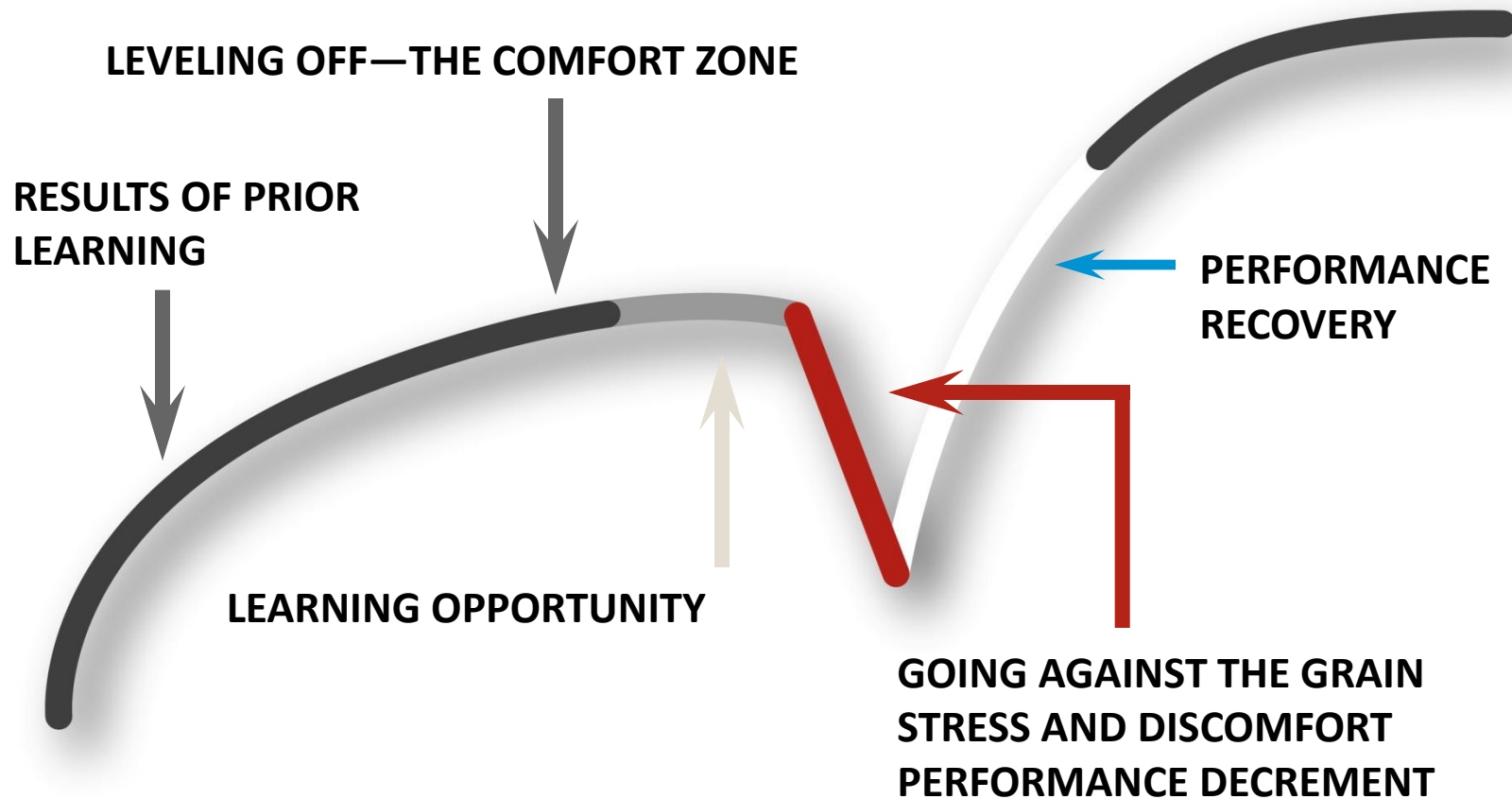
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- New capacities to influence are developed
- Others provide encouragement confirmation, & accountability
- Resources are provided: educational, emotional, etc.
- Obstacles and constraints are removed
- Milestones are set; progress is monitored

# Assessment ~ Challenge ~ Support



# Anatomy of a Learning Experience



# Anatomy of a Learning Experience

