

SELF DEVELOPMENT

ADDITIONAL RECOMMENDED DEVELOPMENT SOLUTIONS FOR LEADERS AND POTENTIAL LEADERS

We understand that the challenges you face often cannot be resolved with a single training course. To help, we have developed the following recommended solutions for your most common challenges.

C **ommunity Leadership**

- Get involved in the community
- Become a nonprofit volunteer or board member
- Participate in fundraising events or walks/runs/bike rides

N **etworking**

- Participate in networking
- Join a professional organization
- Attend industry association meetings

M **entoring/Coaching**

- Obtain a mentor or a coach

A **dvocacy/Exposure**

- Work with your manager to get exposure to the right projects and people
- Shadow someone
- Conduct an informational interview with someone in a role that interests you
- Request stretch assignments or expanded job responsibilities

E **ducation**

- Pursue bachelors or advanced degree-check out the tuition reimbursement policy
- Acquire certifications in your field
- Attend workshops or conferences
- Read articles and books on topics that apply to your interest, industry, your function, and job role
- Develop your project management skills

C **ommunications/information**

- Visit and read BernCo Insider to learn more about what's going on at Bernalillo County
- Local/Online Libraries
- Business Books
- Abstracts Online

O **n-the-Job-Experiences**

- Participate on cross functional project teams to get exposure to new people and experiences
- Work with your manager to get assigned stretch assignments to grow your skills
- Conduct one-on-one coaching sessions
- Provide feedback to peers and direct reports on an ongoing basis
- Design and facilitate a teambuilding event