

10 Tips on How to Demonstrate a Credible Commitment to Employee Development

1. Create a Healthy Environment

Be positive and stay proactive with all of the other employees. Try to make other employees feel important and essential for the organization to function properly. Providing happiness will allow for a productive workplace.

2. Provide useful tools

Provide information for employee advancements or promotions. Work with other employees to strive for career goals. Give employees information about onsite training classes to increase their skills.

3. Set up one on one meetings

Meet with individual employees to track progress on skill development and goal achievements. Answer questions about job training requirements and provide different training outlets.

4. Acknowledge outstanding employees during staff meetings

Increase an employee's morale by announcing achievements and completed tasks done by employees. It will provide motivation for the other employees to succeed.

5. Provide awards to employees

For employees, award them with extra leave time or take them out to lunch. This will allow for other employees to strive for these extra incentives.

6. Match tasks with talent

Aim for employee development by giving employees confidence in what they do best. Have employees complete correlating tasks with their talents so that each employee is utilizing their strongest skills.

7. Developmental Assignments

Provide employees with work assignments designed to provide exposure to different leadership/managerial experiences and perspectives. These include shadowing and interviewing at high levels of organizational leadership as well as for long-term career planning.

8. Distance Learning

Offer employees training through CD-Rom, the Internet, video-teleconferences or textbooks so that employees can easily have access to training resources and complete training courses at their own pace.

9. Individual Development Plan

Assist employees with a written plan to be used as a roadmap for career development. Making a list of specific objectives and striving to accomplish these challenges will promote leadership development during and after the program.

10. Team Projects

Assign employees to teams that are designed to strengthen leadership and interpersonal skills and to stimulate a commitment to personal development. Each team works on a project related to leadership skills or challenges with employee development.