



Quality Professional Development on a Shoestring

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**I'm barely hanging on to the
end of my shoestring - why
should I invest in professional
development?**

**40% of employees who
receive poor job training leave
within their first year.**

**Spread knowledge around –
it's like diversifying your
investments.**

Younger employees learn
differently...

They have been raised on
technology more than any other
generation before them, and need
the freedom to learn at their own
pace.

Research shows that pursuing additional learning is in the Top 5 things employees want in 2015.

OK, Fine. How Much?





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OK, Fine. How Much?

How much professional development do the world's best companies provide their employees?

- a. 20-30 hours / year
- b. 40-60 hours / year**
- c. 70-90 hours / year
- d. More than 100 hours/year

What is Professional Development?



Professional Development Is Not...

- Training Session, Conferences, Individual Coursework etc..
 - Day/Period of Opportunity

Or:

- A mechanism to:
 - Manage a team member who is not meeting minimum performance expectations or having trouble working with other team members.
 - Mentoring or Coaching
 - PIP and possible transition
 - Build a focused and cohesive team:
 - Strategy planning
 - Team building

Professional Development Is...

Professional development (PD) refers to the acquisition of skills and knowledge used for **personal development** and for **career advancement**.¹

PD within an organization should begin with a plan for **long-term engagement** of an employee.¹

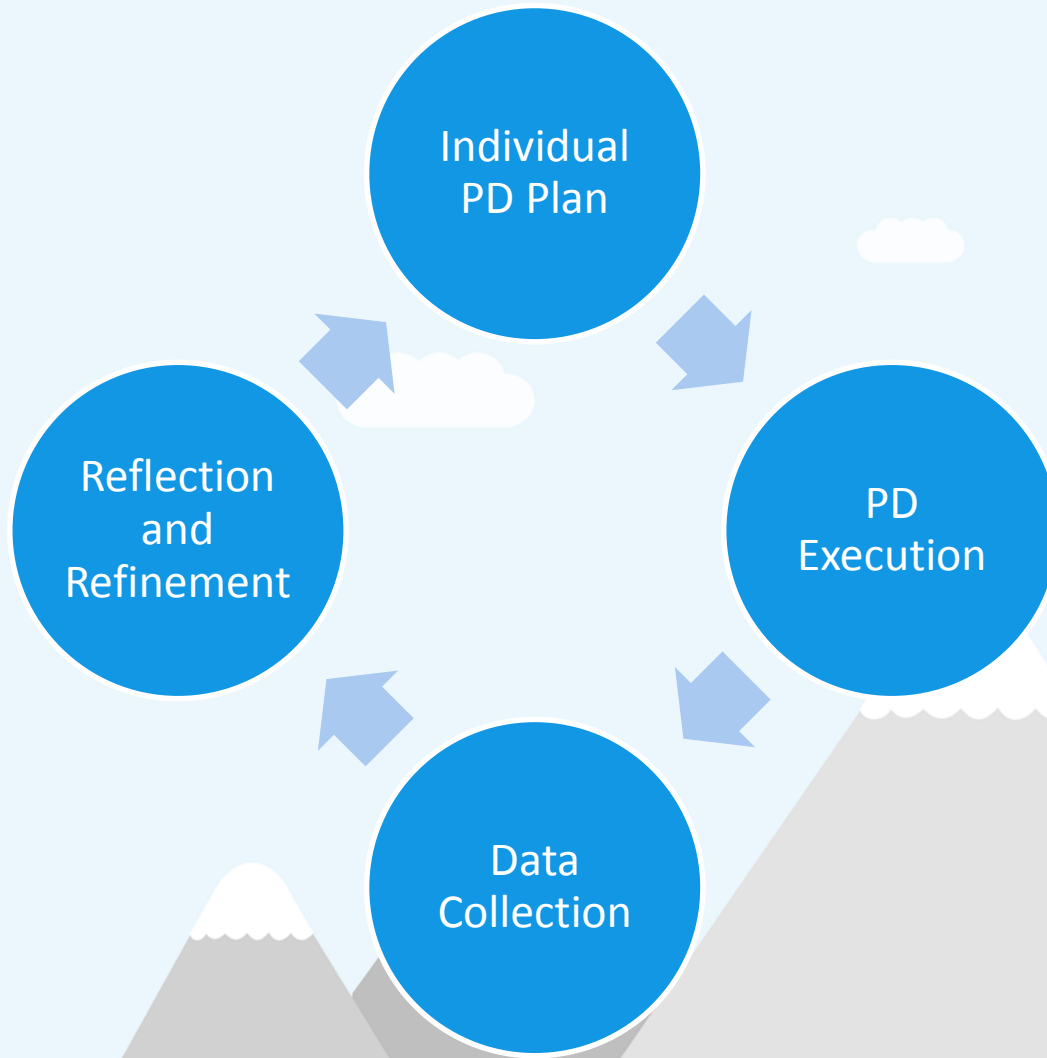


Successful PD Prerequisites

- Organizational Structure
- Team member job descriptions:
 - Roles and Responsibilities
 - Required skills
- Appropriate casting
- Defined career trajectories
- Identification of career goals
- Selection of a career manager

Total Cost - \$0

The PD Lifecycle



PD Audiences & Activities

- **Individual Level:**
 - Free or low cost online resources: MOOCs or Dr. Google
 - Subsidized training programs and scholarships/grants
 - Peer matching and networking
 - Best practices analysis
 - Individual special projects
- **Team and Organization Level:**
 - Career managers
 - Skill mentors
 - Learning groups
 - Special project teams
 - Training jigsaws

Professional Development Opportunities

Online Resources

What free online classes or courses can your team take advantage of?

Local, Statewide & National Programs

Are there programs available that offer scholarships or reduced costs?

Community Partners & Mentors

How can you use your network to connect your team to mentors & other resources?

PD Strategic Framework



Begin With The End In Mind...

- Do you know what goals you want to achieve through PD?
- Are the Prerequisites in place (e.g. org structure)?
- Have you determine for which team members PD is appropriate and beneficial?
- Have you identified the timeline and cadence?
- Have you built in time and space for PD?

Building a PD Plan

- Whose plan do you want to work on? (Your own? A direct report's? Your team as a whole?)
- What is the end goal you want this plan to accomplish?
- **Immediate Activity:** What is something small/relatively easy that can be done within the next month?
 - Article discussion, Lunch & Learn, Ted Talk discussion, etc.
- **Medium-Term Activity:** What is something that can be done over the next two to six months?
 - EdX Course with group discussion, Book Club, etc.
- **Long-Term Activity:** What is something that can be done within the year?
 - Team Retreat, Job Shadowing/Rotation, etc.
 - What will **success** look like? How will you know your activities have been effective in achieving your goal?

Wrap-Up & Takeaways

