



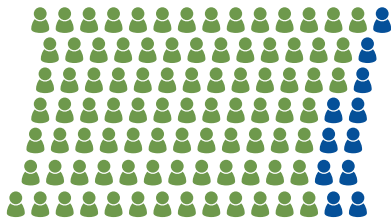
Develop in Place

Using this Time for Growth and Learning

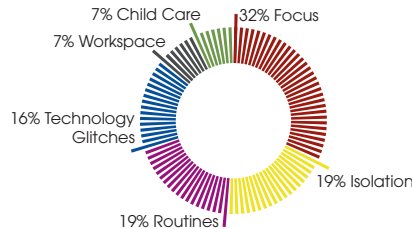


By the Numbers

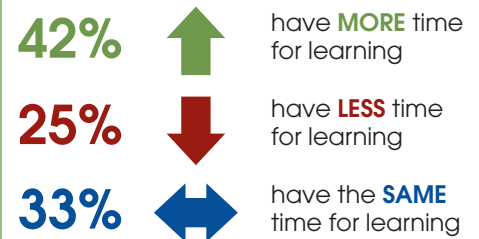
89 of 100 people are currently working from home



The Challenge



The Opportunity



Source: Advantage Performance Group Pulse Survey, April 2020.

Find the Time



Create a learning routine

Establish a sense of normalcy and ensure learning happens by setting aside as little as 10-15 minutes at a particular time each day and stick to your schedule.



Recommit the commute

If you've traded a commute for a quick trip from the bedroom to the den, you've got extra time to learn.



Mine the minutes

Fill those spare moments between tasks that can feel empty and disorienting at home alone with quick development activities.



Leverage your lulls

During those low-energy periods when you feel distracted and burned out, learning can save you from making yet another visit to the refrigerator or other non-value-add activities.

Find the Resources



Curate a learning playlist. Search for articles, podcasts, studies, videos, and on-demand webinars and develop the playlist that's easily accessible when you have a few minutes here and there.



Invite feedback. Gather information from others about what you're doing, how you're doing, and how you can add greater value.



Interview an expert. Scheduling short calls with key people to gather their top 3 tips or strategies yields valuable insights and human contact during these isolated times.



Crack a book. Convene a virtual book club to discuss books of interest to you and your colleagues.



Step up to a new responsibility. Right now, there are countless challenges opportunities to make a difference and develop through experience.



Capture your insights. Make sure to reflect and capture your insights, learnings, and skills (which can be lost in the chaos of this period of time.)

The Leader's Role

- Update development goals, consideration what's needed now and what's needed next.
- Proactively provide the resources employees need to pursue learning goals.
- Find creative on-the-job, in-the-workflow ways to enable the development people need.
- Debrief development with the employees by encouraging reflection and sharing.

Organizational and Executive Support

- Put your money where their minds are by continuing to support and fund (relevant) learning and even offer a small stipend for educational reimbursement.
- Model a learning orientation by sharing challenges, mistakes, and lessons learned.
- Open the vault and make learning broadly available; if MIT can offer its entire curriculum, who are you to hold back resources?