

**A key method for engaging in leadership development and growth are on-the-job experiences. Below are some suggestions.**

*In addition to these experiences, please see the Development Resources list on the BLI Assessment Tools page (<http://www2.lbl.gov/BLI/assessment-tools.html>).*

## On-the-Job Experiences

Take on a particularly difficult project, such as a complex task or problem or a previous project that failed.
Seek out critical feedback on your performance and how it might be improved.
Take on a departmental responsibility that requires learning a new skill.
Assume responsibility for building bridges with a key stakeholder.
Manage a project from start to finish.
Help launch a new initiative, program or business.
Shadow or mentor someone who works in a different division. Learn other areas of the Lab.

## Organizational Experiences

Improve a process, policy or longtime practice that will have change implications across multiple functions or at a department, division, or Laboratory-wide level.
Analyze the current strategic plan of a group, department, or division for strengths, weaknesses, opportunities, and barriers to success.
Review your division's or project's budget and make recommendations for cutting costs or financial strategies that can maximize quality and efficiency.
Solicit feedback from peers, direct reports and key constituents regarding a specific program, process or key strategic initiative.

## Leadership Experiences

Become a mentor to another employee.
Lead a project team or manage a group where team members are experts in the field and you are not.
Lead a project that requires scientific or operational innovation.
Lead a task force to solve difficult organizational issues/problems.
Lead a division- or Laboratory-wide project or task force.
Lead a major change initiative with policy and communication implications.
Teach a process or course to the team or others.
Represent your division on the Laboratory Diversity and Inclusion Council.
Participate in a focus group or user group to help improve a laboratory process.

## Professional Experiences/Relationships

Obtain a degree or certification using the Lab's Tuition Assistance Program.
Attend conferences, workshops, or networking functions.
Cultivate relationships in other national laboratories, industry or academia.
Seek others' feedback, opinions, consultation and collaboration; invite others to lunch/coffee.
Respond to others when asked for feedback, consultation or collaboration.
Tap the potential of social networks like listservs, LinkedIn or Twitter.
Ask to be nominated for the laboratory's leadership development program.

Taking classes can also be another way of learning about leadership. Classes are especially effective when applied on the job. Some possible resources are listed at [http://www.lbl.gov/BLI/emp-resources/Senior\\_Leaders\\_and\\_Supervisors/index.html](http://www.lbl.gov/BLI/emp-resources/Senior_Leaders_and_Supervisors/index.html).