

Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development

By Cynthia D. McCauley, D. Scott Derue, Paul R. Yost, Sylvester Taylor

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This book is written for human resource, organization development, and training professionals who need real-world best practices that show who actual workplace learning approaches work and how they can be applied. Co-published with the acclaimed Center for Creative Leadership, this important book offers a compendium of best practices, tools, techniques, processes, and other resource resources to harness the developmental power of work experiences for leadership development. In addition the book includes illustrative case studies of leadership approached that have worked in such forward thinking organizations as Boeing, Microsoft, and Heineken.

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Editorial Review

Review

Praise for *Experience-Driven Leader Development*

"In my twenty-six years in human resources, I've learned firsthand that our best leaders develop through on-the-job experience. This book provides a valuable framework for leadership thinking and talent development—immensely helpful for all of us who work with aspiring leaders."
—Jeff Brodsky, Chief Human Resources Officer, Morgan Stanley

"How to best leverage on-the-job experiences for leader development is a challenge for organizations, but clearly one that talent management professionals have tackled in intentional and innovative ways. This book performs the real service of broadly sharing best practices—both proven and cutting-edge—so that we all can do a better job of using experience to develop leadership talent."
—Martha Soehren, Chief Talent Development Officer, Comcast

"Having experienced the power of on-the-job leadership development in my own career, I'm delighted to see the world's best thinking on experiential learning collected in one place. The well-researched and practical wisdom in this book makes it essential for executives and line managers who want to unleash the full potential of their talent pipelines."
—O. P. (Om) Bhatt, Chairman (retired), State Bank of India

"As we develop the next generation of leaders, the 'e' in e-Learning must shift to mean 'experience.' This book is a must-read for learning leaders driven to make development sustainable!"
—Elliott Masie, Learning CONSORTIUM, The Masie Center

"This compendium on leadership development through experience is comprehensive, practical, and useful. The anthology embodies the latest thinking and practice in building leaders and will help thoughtful scholars and practitioners make more informed choices about leadership development."
—Dave Ulrich, Professor, Ross School of Business and Partner, The RBL Group

"If you believe you become an employer of choice by building leaders of choice, this book serves as a field guide rich with thought leadership and practical solutions to help enable your success!"
—Nina M. Ramsey, Chief Human Resources Officer, Kelly Services, Inc.

"A collection of A to Z best practices in leader development: selection to job experiences to courses to learning strategies and how they all must work together. This will be the definitive source for leader development for decades to come."
—Michael M. Lombardo, Founder, Lominger Limited, Inc., and author, *FYI: For Your Improvement* and *Lessons of Experience*

From the Inside Flap

Experience-Driven Leader Development offers a wealth of best practices that clearly demonstrate how

organizations can use on-the-job experiences to enhance their leadership talent. Co-published with the acclaimed Center for Creative Leadership, this important book includes the tools, techniques, processes, and other practical resources that can help professionals tap into the developmental power of work experiences.

Edited by Cynthia McCauley, Scott DeRue, Paul Yost, and Sylvester Taylor—all experts in leadership development—*Experience-Driven Leader Development* is written for practitioners by practitioners with contributions from such forward-thinking organizations as GE, Microsoft, and HEINEKEN. The book contains a wide range of strategies that enable individuals and organizations to make better use of experience for leader development including:

Create Developmental Experiences: Shows how targeted developmental opportunities can be crafted through cross-functional experiences, special assignments, strategic projects, and corporate volunteerism.

Empower Self-Directed Learning: Explains what organizations can make available to motivate and support learning as leaders engage in challenging experiences.

Shape HR Practices: Reveals how typical human resource practices (succession management, development planning, and performance management) can encourage and support experience-based learning.

Formal Training and Development: Includes tactics for integrating real-world and classroom experiences and for using formal programs to prepare leaders to make better use of experience for development.

Embed Experience-Driven Development in the Organization: Offers strategies and advice for gaining traction in organizations for on-the-job development and encouraging widespread recognition of its value.

From the Back Cover

Praise for "Experience-Driven Leader Development"

"In my twenty-six years in human resources, I've learned firsthand that our best leaders develop through on-the-job experience. This book provides a valuable framework for leadership thinking and talent development--immensely helpful for all of us who work with aspiring leaders."

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Users Review

From reader reviews:

Stacey Eades:

In this 21st century, people become competitive in each way. By being competitive now, people have do something to make these survives, being in the middle of the actual crowded place and notice through surrounding. One thing that at times many people have underestimated this for a while is reading. Yep, by reading a guide your ability to survive enhance then having chance to stay than other is high. For yourself who want to start reading a book, we give you this particular Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development book as beginner and daily reading publication. Why, because this book is more than just a book.

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Do you considered one of people who can't read gratifying if the sentence chained in the straightway, hold on guys this kind of aren't like that. This Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development book is readable by means of you who hate the straight word style. You will find the data here are arrange for enjoyable studying experience without leaving perhaps decrease the knowledge that want to supply to you. The writer connected with Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development content conveys prospect easily to understand by most people. The printed and e-book are not different in the written content but it just different such as it. So , do you continue to thinking Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development is not loveable to be your top record reading book?

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