

Translating Insight Into Action

A Discussion/Self-Reflection Guide to Speed Best Practice Adoption

Instructions:

Use the following discussion/self-reflection guide and related implementation tool at the conclusion of the webconference to help you prioritize the implementation of the best practices provided based on your institution's goals, available resources, and timeline.

1. How do our current training/professional development opportunities meet or not meet adult learning styles?
2. Could we augment our onboarding processes to help not only provide orientation for staff, but also jump-start targeted training to fill any skill gaps we diagnose during hiring? What might that look like?
3. How might we implement additional touchpoints into our existing training to help meet adult learning styles?
4. Which of the following are optimal for our team to consider:
 - Outcome-oriented mentoring?
 - Targeted joint visits?
 - Real-time strategy coaching?
5. Who on our team could serve as strong mentors/coaches for any of these three strategies?
6. How will we recognize/reward the efforts of both those who serve as mentors and those who work to build their skills through our chosen methods?
7. Are there shared skills that we need to develop on our team that could be better addressed through a cohort training model? Are any of these skills shared with other departments on staff, where we could partner? Which departments might be interested? Who is the right person to reach out to them?
8. Are there projects for which we could assign a rising leader to build their skills and improve their engagement with 'crucible roles'?
9. How might we create opportunities for MGOs to practice building skills? What are the key scenarios we would want to create to build their skills – making the ask, getting the visit, etc?

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Implementation Guide to Speed Best Practice Adoption

Instructions:

Based on your institution's professional development goals and available resources, map out which of the tactics profiled in today's webconference you want to prioritize in the chart below. Use this vision document to assign program responsibility and next steps.

Tactic	Immediate	Possible for Future	Not Applicable	Next Steps	Staff Assigned
Flexible Onboarding Matrix					
Continuous Learning Touchpoints					
Outcomes-Oriented Mentoring					
Cohort Learning Communities					
Targeted Joint Visits					
Real-Time Strategy Coaching					
Crucible Roles					
Group Case Studies					
Simulation-Based Coaching					

Source: Advancement Forum interviews and analysis.