


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:

Byron Sierra:

Have you spare time for the day? What do you do when you have considerably more or little spare time? Sure, you can choose the suitable activity regarding spend your time. Any person spent their very own spare time to take a walk, shopping, or went to the actual Mall. How about open as well as read a book entitled Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development? Maybe it is to be best activity for you. You recognize beside you can spend your time together with your favorite's book, you can wiser than before. Do you agree with it has the opinion or you have various other opinion?

Rosie Zimmerman:

The experience that you get from Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development will be the more deep you looking the information that hide inside the words the more you get enthusiastic about reading it. It does not mean that this book is hard to be aware of but Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development giving you enjoyment feeling of reading. The author conveys their point in specific way that can be understood simply by anyone who read this because the author of this guide is well-known enough. This specific book also makes your current vocabulary increase well. Therefore it is easy to understand then can go along, both in printed or e-book style are available. We advise you for having this particular Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development instantly.

Yolanda Matlock:

Reading can called brain hangout, why? Because when you are reading a book specially book entitled Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development your brain will drift away trough every dimension, wandering in every single aspect that maybe unidentified for but surely might be your mind friends. Imaging every word written in a book then become one form conclusion and explanation that will maybe you never get ahead of. The Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for On-the-Job Development giving you an additional experience more than blown away the mind but also giving you useful data for your better life in this era. So now let us demonstrate the relaxing pattern this is your body and mind are going to be pleased when you are finished examining it, like winning an activity. Do you want to try this extraordinary paying spare time activity?

Larry Luis:

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