

Examples of Employee Development Activities

Employee development is the process of helping your employees acquire the skills they need to succeed. One obvious example is various kinds of training. Other developmental programs offer employees resources that they can use on their own to further their careers. Offering employee development activities creates a more versatile and prepared workforce to help move your company forward.

Succession Training

Succession training is when a company identifies employees with managerial or executive skills and works with the employees to develop those skills. When a company creates a succession training program, there are always new managers being developed who someday will guide the company's future. It prevents the company from having to look outside the organization for management talent. The company can develop a program that sustains the corporate culture and makes sure the core values of the company are maintained when new managers take over.

Off-Site Training

Training seminars or classes offered outside your company that are pertinent to staff development can help your employees hear ideas from an objective third-party trainer. It can help to spur new ideas and help your company come up with creative solutions to ongoing issues.

Supervisor Contact

Strengthening the working bond between employees and supervisors not only improves productivity, but it also creates an on-the-job training environment, note Mark A. Royal and Rebecca Masson, writing on the Human Resource Executive Online website. Supervisors who make it a point to spend time with employees each day offer advice and insight that is valuable to the career development of each staff member.

Career Paths

Training is an essential part of employee development, but without a career path your employees do not have a plan for advancement within the company. Your human resources group and departmental managers should be working constantly to identify ongoing company needs and use those needs to create career opportunities for your staff. A dynamic approach to establishing career paths allows the company to benefit from the employee developmental activities that employees are offered.