Low-Cost Developmental Options

Many opportunities for employees to professionally develop do not involve formal classroom or on-line instruction. Consider this list of ideas. What ideas can you add to this list?

Development	Awareness	Basic	Intermediate	Advanced	Expert
Mentoring, Shadowing	• Request cross-training with a co-worker on the same team • Shadow someone at a higher level	• Participate in a mentoring program	• Allow a colleague to shadow you	• Participate on a rotational assignment • Be a mentor • Develop someone at a lower level • Shadow a Senior Executive	• Teach a course at TEI
Networking	• Attend a treasury forum on a topic related to your expertise • Expand your professional network through training and professional associations • Meet on a regular basis with office counterparts • Participate in relevant networking events	• Expand your professional network and personal relationships to generate knowledge of Treasury activities	• Meet on a regular basis with your counterparts outside your office	• Develop personal contacts throughout non-profit, government, and private sector	• Attend networking sessions for public and private-sector executives
Thought Leadership	• Attend relevant conferences and share information learned with colleagues • Participate in brown bags	• Organize a brown bag event on a topic for your team or organization	• Assist with the publication of an article	• With guidance, speak at relevant conferences • Share information on a topic for which you are a subject matter expert • Teach a Power Hour event	• Lead the publication of an article • Speak at relevant conferences and share information learned with colleagues on a topic for which you are a subject matter expert

Development	Awareness	Basic	Intermediate	Advanced	Expert
On-the-Job	• Attend program and division staff meetings as an observer	• Assist in leading a team or program-level team • Assist on organizing a brown bag event on a relevant topic for your team or organization • Participate in a cross-office working group	• Seek a front office support assignment • Support a program, division or office-level team • Take on part of a colleague's job while they are out of the office • Obtain a leadership position on a professional association • Provide cross-training with a coworker on the same team • Represent your program, division, or office on an inter-agency forum • Seek a department or office-level front office assignment • Volunteer for a task that would normally go to a more experienced person • With minimal guidance lead a division level team • Take on additional responsibilities originally handled by your supervisor	• Represent your program, division, or office on an inter-agency forum • Support a Treasury-level team • Attend Treasury-level staff meetings • Lead an office or Treasury-level team • Lead benchmarking team to learn from other agencies • Provide cross-training with a co-worker on the same team	• Support a Federal-wide team • Manage an organizational event with high visibility • Represent your department in an inter-agency forum • Seek Treasury-level assignments • Serve as department lead during absence • With guidance, lead a Federal-wide team
Joint Duty Assignments, Rotations	N/A	• Add to your job a responsibility that is currently "falling through the cracks" in your group	• Participate in a joint duty assignment • Participate in a rotational assignment or detail	• Participate in a joint duty assignment • Participate in a rotational assignment or detail	• Participate in a joint duty assignment • Participate in a rotational assignment or detail
All levels	• Maintain an active reading program of pertinent books and periodicals • Maintain an awareness of new events or technology in your profession				

Created by Dr. Stephen Pick.