

## USING EXPERIENCE TO DEVELOP LEADERSHIP TALENT HOW ORGANIZATIONS LEVERAGE ON THE JOB DEVELOPMENT%0A

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Book Description. How organizations can effectively put experience at the center of the development process.

Research increasingly and conclusively shows that effective leaders continue to learn, grow, and change throughout their careers and that a significant part of this development occurs through on-the-job experiences.

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Professional development requires strategic opportunities, fresh thinking patterns, and strong support systems (both material and relational). Oftentimes, we must jump into doing new tasks or filling new roles. Thus, we might say that experimentation goes hand in hand with professional development.

**Surveying the Terrain - Experience Driven Leader Development**

6 Using Experience to Develop Leadership Talent & Mahoney, 1997), so organizations can leverage that knowledge by finding ways to assess potential leaders on that dimension prior.

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