

40 upskilling paths to talent development

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LeaderZone on mission

In an era of profound societal transformation, leadership development takes center stage for organizations aiming to distinguish themselves through resilience and innovation.

Are your executives, managers, professionals, or employees eager to cultivate their potential and develop their influence capacity? Do they seek tools to foster trust among collaborators, mobilize their teams, unleash creativity, and optimize performance, all while upholding the core values of altruism and humanity?

LeaderZone stands committed to supporting your leaders and aspiring leaders, regardless of their organizational position. We firmly believe that leadership is an ongoing learning journey, emphasizing sustainable results.

Allow us to empower your leaders, igniting their desire to lead with purpose!

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Here some interesting web links to help you know more about LeaderZone:

- **The team, or the Leadership Awakeners as we love to call them** [Leadership Awakeners](#)
- **Examples of development programs** [Programs](#)
- **A list of 20 development themes for inspiration** [Development Zones](#)
- **A monthly self-reflection tool helping leaders recalibrate their leadership** [Diagnostic](#)
- **Other articles, videos, and development tools** [Blog](#)



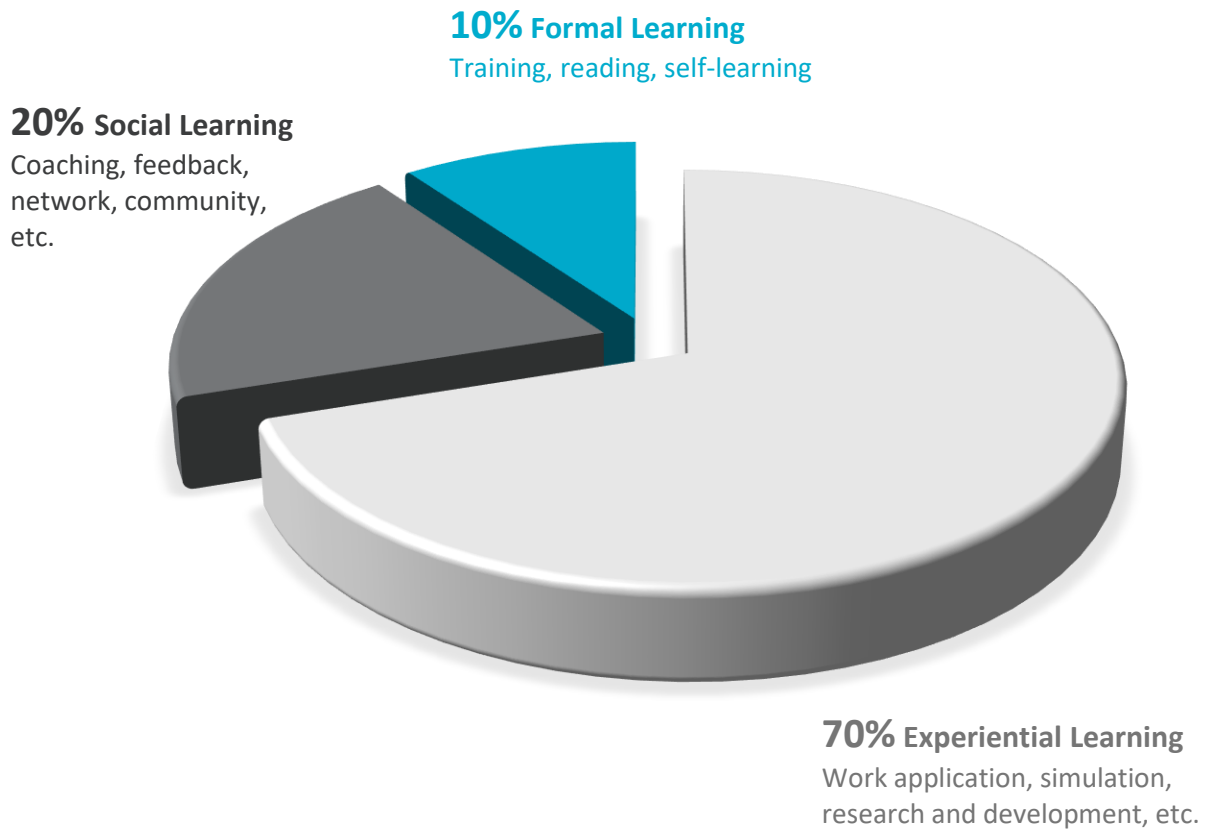


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Balance your initiatives according to the 70.20.10 theory

70.20.10¹ is a theory of development that implies that people learn more by experiencing than by listening or observing.

A leader who wishes to accompany his collaborators in their development would need to balance the learning initiatives to include activities adapted to the desired objectives and to the interests of the concerned people.²



¹ Morgan McCall, Robert W. Eichinger et Michael Lombardo - *The Career Architect Development Planner* - 1996

² Consult the training program <https://leaderzone.ca/en/actualiser-les-talents>





How to use this document/tool

This tool will be useful if you find yourself in one of the following situations:

- You incorporate changes in your operations that require the integration of new knowledge or skills.
- Your employees want to move to a higher level and you want to support them in their development.
- Some performance gaps need to be filled and the development of certain skills or attitudes is the solution.
- You have a strong belief that talent development is a source of job satisfaction and impacts the level of retention.

In 3 essential steps...

1. Clarify the objective to be achieved
2. Choose the right development activities
3. Take action





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1. Clarify the objective to be achieved

Describe your current situation	
Describe the desired state	
What capacities need development?	
<i>Knowledge</i>	
<i>Skills</i>	
<i>Attitude & Behavior</i>	





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2. Choose suitable activities

From the list below, choose the development and learning activities that you feel are most suited to the clarified objectives as well as the preferences of the individual. Do not hesitate to involve the concerned collaborator in the exercise.

(70%) Experiential learning		<i>Ratings</i>
	1. Apply the learning through a specific task	Click or tap here to enter text.
	2. Take initiatives to change certain practices	
	3. Accept the delegation offered by a leader	
	4. Dare to make courageous operational decisions	
	5. Take on a mandate, a special project, or a responsibility	
	6. Learn other tasks by rotating responsibilities	
	7. Solve problems or difficult situations	
	8. Experiment with a new process	
	9. Participate or manage a new project	





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	10. Conduct research and demonstrate a novelty or discovery	
	11. Practice certain operations with a team	
	12. Work in partnership with a colleague	
	13. Train and coach new people in the team	
	14. Engage in constructive post-mortems with the team	
	15. Do an internship in another department	
(20%) Social Learning		
		<i>Ratings</i>
	16. Ask for and receive constructive feedback from a manager or colleague	
	17. Be coached to better think and act	
	18. Participate in a committee	
	19. Analyze difficult cases with the team	
	20. Participate in panel discussions	





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	21. Model an expert by shadowing them	
	22. Ask questions and stay curious	
	23. Share your experiences	
	24. Participate in co-development groups (mutual support groups)	
	25. Document and leave traces for others – Read the documentation left by others	
	26. Develop internal and/or external professional networks	
	27. Get mentored by an expert	
	28. Choose a mentor and regularly discuss with him/her	
	29. Analyze what is happening elsewhere in the industry (benchmarking)	
(10%) Formal Learning		<i>Ratings</i>
	30. Read a book, manual or document on the topic	
	31. Participate in a training workshop (internal or with external trainers)	





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	32. Search for articles or blogs	
	33. Listen to a podcast	
	34. Watch instructional videos	
	35. Take a self-assessment questionnaire <i>(here are examples https://leaderzone.ca/diagnostic)</i>	
	36. Learn online (e-learning)	
	37. Obtain a professional certification	
	38. Take an academic course (school or university)	
	39. Participate in a conference or congress	
	40. Meditate (for optimal decision making)	





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3. Take action

Some tips:

	Involve the person concerned in the choice of development activities
	Make sure you are prepared for any reaction before communicating
	Analyze the impact of each selected activity on skill development
	Identify progress indicators
	Plan deadlines
	Schedule follow-up times
	Stay ready to support and coach
	Beware of promises of rewards (promotion, salary increase, job change, etc.) which will be difficult to reach
	Give constructive feedback
	Give recognition and value efforts throughout the process

