



## **LEADERSHIP DEVELOPMENT METHODOLOGIES**

*28 different methods for developing leaders*

At one time, leadership development meant a training course. Now there are many different methods to choose from and the following list is hopefully a useful checklist on what options to consider.

### **Feedback Activities**

1. 360-degree feedback
2. Simulations and role-plays with feedback
3. Computer-based assessment activities
4. Psychometric tests
5. Ability tests
6. Physical challenge activities
7. Learning logs
8. Performance review

### **Training**

9. In-house training
10. External courses
11. Distance learning
12. E-learning
13. Long courses at universities and business schools
14. Reading
15. Internet search

### **Development Relationships**

16. Coaching
17. Mentoring
18. Action Learning sets
19. Communities of best practice
20. Learning buddies

## **Planned Experiences**

29. Job shadowing/observation
30. Job swaps
31. Projects and assignments
32. Working in a new area/business/country
33. Acting up/deputising
34. Interviewing relevant others
35. Teaching/training others
36. Personal development plans