



# Using Experience to Develop Leadership Talent: How Organizations Leverage On-the-Job Development (J-B SIOP Professional Practice Series)

*Cynthia D. McCauley, Morgan W. McCall*

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## **Using Experience to Develop Leadership Talent: How Organizations Leverage On-the-Job Development (J-B SIOP Professional Practice Series)** Cynthia D. McCauley, Morgan W. McCall **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. Co-Published by the Society of Industrial and Organizational Psychology and sponsored by the Center for Creative Leadership, *Using Experience to Develop Leadership Talent* provides real-world strategies, best practices, lessons learned, and global perspectives on how organizations effectively use experience to develop talent.

- Provides an in-depth look at a variety of leader development initiatives that have taken up the challenge of putting experience at the center of the development process
- Written by senior practitioners who have implemented initiatives they write about
- Shares new development planning tools, systematic approaches to managing the assignments of high potentials, tools to educate managers on how to find assignments that meet their employee's development needs
- Includes online resources that allow employees to search for development opportunities

Describing challenges and practices in multinational companies around the world, *Using Experience to Develop Leadership Talent* will serve as a focused guide to how organizations can use on-the-job development to reshape leader development practices that better integrate work and learning.



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