

Nominated Successor

Example Development Actions and Opportunities

We encourage all nominated successors to do the following two actions in Talent Connect:

1. Create your organizational presence highlighting your skills, achievements, and career aspirations by completing your Talent Profile in Talent Connect. Like LinkedIn, Talent Connect provides an internal way of being seen, enabling a more personal connection to others within the organization. Please review the following resource for directions: [How to Complete Your Talent Profile in Talent Connect](#)
2. Build a development plan to easily identify and track goals. Please review the following resource for directions: [How to Build Your Development Plan in Talent Connect](#)

Example Development Opportunities

- **Job-Shadowing** – shadow a leader or colleague and/or encourage others to shadow you.
- **Stretch Assignments** – take on a new assignment or lead a cross-functional team (e.g., EPMO project lead, lead for a Kaizen).
- **[On-Demand Learning](#)** – take on-demand courses to strengthen knowledge and skillset.
- **Facilitate and Accelerate Team Development** – lead the development of your direct-report team. Review development resources related to team development provided by OD&L: [Developing My Team](#).
- **External Leadership Development** – such as outside board membership, conference presentation, leading at a professional organization, or publishing.
- **Formal Education** – consider continuing education opportunities, such as obtaining an advanced degree or certificate.
- **[Mentorship Program](#)** – Learn and sign up to be a mentor in the new Mentorship Program. Develop yourself through learning about and supporting a mentee in achieving their goals through empowerment, self-discovery, and connections within our system.