

Experience Activities

Experience is **learning by doing** through new “stretch” opportunities with **real performance consequences**. Experience provides the greatest practice field for acquiring and refining knowledge, skills and behaviour.

Work with your manager or a mentor to identify what new skills/behaviours/knowledge you’d like to learn, and what is the best way to learn them. For example, if you need to learn how to, or get better at giving presentations, look for opportunities to present at team meetings, department town halls, etc. It might take some research on your part, and help from your manager, to identify the right opportunity, but the learning outcomes are worth the investment!

The experience you identify should give you actual practice time with the competency or skill you want to learn.

Experience Opportunity	Description	Competencies/Skills
<p>Be a Buddy (Teach/Coach)</p>	<p>If you have extensive experience or depth of knowledge in a specific area, you can share it to help others in several ways, and at the same time enhance your skills in related areas.</p> <p>Some examples are:</p> <ul style="list-style-type: none"> • Volunteer to be a buddy to a new employee in your department or other departments. • Provide a shadow opportunity to another employee. • Teach a new skill to others. 	<p>Any activity where you are helping someone else’s learning provides an opportunity to build competencies:</p> <ul style="list-style-type: none"> • People Leadership skills • Collaboration skills <p>Self-leadership by enhancing your own learning through insight that comes with explaining to others</p>

Experience Opportunity

Description

Competencies/Skills

Cross- Functional Project or Committee

Participate in a cross-functional team or committee. The mandate could be to solve a problem, or work on a special project that goes beyond the usual scope of just your area.

This is a great opportunity to learn more about how other areas you interact with function and generate insights on how to work better together.

There are multiple competencies you can develop with this type of assignment:

- Collaboration skills
- Stewardship skills
- Innovation & Excellence
- Professional skills such as influencing, negotiations, conflict management, presentations, time management, etc.

Stretch Task

This could take the form of any activity or task you haven't tried before that calls for you to learn new skills or knowledge.

Some examples could be:

- Ask to take the lead on a project your team is undertaking.
- Create a continuous improvement project for your area, do the research and make recommendations.
- Tackle an outstanding issue with a colleague or stakeholder to practice difficult conversations and improve collaboration.
- Identify a manual task and investigate if it can be automated.

There really is no end of ideas about stretch tasks that you can use to develop yourself.

You could build almost all our institutional competencies and professional skills, depending on the task you choose:

- Collaboration skills
- Stewardship skills
- Innovation & Excellence
- Self-Leadership
- Strategic Leadership
- Equity, Diversity & Inclusion
- Professional skills such as influencing, negotiations, conflict management, presentations, business writing, etc.

Experience
 Opportunity

Description

Competencies or skills

 Special
 Assignment

Special assignment activities are more comprehensive than stretch tasks, and generally provide a greater learning opportunity.

Work with your manager to identify an activity outside of your current role that will help you grow and develop.

Look for assignments that have a reasonable scope and duration given your current role, but that will provide you with an opportunity to enhance your skills.

There may not be anything applicable at the time you are looking but keep it alive in discussions with your manager.

While these are highly dependent on your role, where you work, as well as timing, some examples are:

- Taking the lead on a new software implementation
- Forming and leading a committee to evaluate/make recommendations about a problem
- Take a secondment in area that will give you a new perspective on your role and incorporate learnings on return.

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- Collaboration skills
- Stewardship skills
- Innovation & Excellence
- Self-Leadership
- Strategic Leadership
- Equity, Diversity & Inclusion
- Professional skills such as negotiations, presentations, strategic planning, etc.