

## The 3 Es of Growth & Development

To develop yourself and your team, you'll find a list of high-impact development activities around the 3Es.

<b>Education</b> <b>10-20%</b>	<b>Exposure</b> <b>10-20%</b>	<b>Experience</b> <b>60-70%</b>
<ul style="list-style-type: none"> <li>• Training Workshops</li> <li>• Conferences</li> <li>• College</li> <li>• University Courses</li> <li>• Degree Programs</li> <li>• Certificate Programs</li> <li>• Online Courses</li> <li>• E-learning</li> <li>• Books</li> <li>• Magazines</li> <li>• Newspapers</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching</li> <li>• Internal Mentoring</li> <li>• External Mentoring</li> <li>• Memberships in Professional Associations</li> <li>• Clubs</li> <li>• Community Organizations</li> <li>• Networking Events</li> <li>• Blogs</li> <li>• YouTube Videos</li> </ul>	<ul style="list-style-type: none"> <li>• On the job</li> <li>• Accept a Stretch Assignment</li> <li>• Job Share/Rotation</li> <li>• Lead a Project</li> <li>• Job Shadow</li> <li>• Serve on a Community Board</li> <li>• Volunteer</li> <li>• Lead a Meeting</li> <li>• Facilitate a Course</li> <li>• Mentor a Colleague</li> <li>• Serve on an Interview Committee</li> <li>• Create and Manage a Budget</li> <li>• Onboard a New Team Member</li> <li>• Serve on a New Committee or Task Team</li> <li>• Present at a Conference</li> <li>• Turn Around a Struggling Project or Business</li> </ul>

