Development Suggestions

Studies show that autonomy and increased responsibility may more effectively retain employees than financial incentives. The following are ways to develop employees beyond providing financial incentives.

Expand Responsibility:

- Provide the employee greater responsibility to include more opportunities or enhanced accountability in a variety of areas as appropriate.
- Monitor and review progress.

Involvement in Meetings:

- Select the meeting(s) according to the exposure, knowledge, or broadening needed (i.e. staff, division, department, enterprise, or special meetings)
- Communicate involvement in and desired outcome for the meeting
- Review meeting with the employee calling attention to desired outcome and actual results

Performance Coaching:

- Answer questions, review work, provide direction, and discuss progress
- Work through real-life scenarios to share insight and solve problems
- Monitor progress and provide continued feedback

Conference Involvement:

- Serve as conference speaker, leader, or trainer
- Teach others to broaden one's viewpoint and think critically
- Review audience feedback with employee

Deliver Presentations:

- Assign presentation topic and/or audience that will challenge/stretch employee
- Review presentation prior to delivery
- Provide feedback on presentation

Understudy Training:

- Begin to provide employee responsibility, slowly day-by-day, of supervisor as a short-term substitute or long-term replacement
- Provide the employee opportunities to observe and take part in daily activities of supervisor's job

Planned Exposure:

- Expose the employee to lateral job functions within the department or the UAB umbrella via a project or special assignment
- Plan and discuss expected outcomes, goals, takeaways
- Review and debrief after the experience

Lateral Transfer:

- Transfer employee to another department within the UAB umbrella either on a temporary, short-term, or permanent basis

Vacation/Leave Assignment:

- Assign the employee the responsibilities of the supervisor or other employee while on vacation, leave, or long-term travel
- Review assignment
- Provide feedback on performance

Special Assignment:

- Select stretch/action learning assignment
- Review performance
- Provide feedback

Team Project:

- Allow employee to work with individuals from other departments
- Review performance
- Provide feedback

UAB Leadership Development Programs:

- Recommend employee for a leadership development program
- Discuss with employee what you hope they get out of experience
- Review lessons learned and how experience helped understand UAB, achieve results, and build relationships

Instructor-led Learning:

- Choose from variety of [topics](#)

Mentoring:

- Ask if someone would be interested in being your mentor
- Establish parameters, guidelines, specific desired outcomes/objectives