



October 17, 2014

STOP AND SMELL THE OPPORTUNITIES, ACTIVATE YOUR INNER EXPERT, FOSTER AN ENVIRONMENT THAT ADVANCES THE PROFESSION TOGETHER

CONVERSATION ACTIVITIES:

- ✧ How do you define professional development?
- ✧ What has been your most enriching professional development experience? And why was it valuable?
- ✧ What would you identify as barriers to professional development at UAA?
- ✧ How can we create valuable professional development experiences at UAA for all staff?



Call to Action: Identify three professional development goals you would like to achieve this year.

KEY INSIGHTS OF A CHANGING MINDSET:

- ✧ Be mindful and intentional of training opportunities to make it a priority
- ✧ Communicate development ideas with colleagues (share at staff meetings, watch webinars together, encourage new process)
- ✧ Create a culture (expectation) of professional development & instill importance across all levels
- ✧ Communicate clear guidelines and expectations for professional development
- ✧ Commit to action post workshop, webinar, conference, etc.

POSSIBILITIES FOR CO-CREATION:

How can we translate professional development and growth into the workplace?

- ✧ Grow professional development policy
 - ✧ Establish and publish SA wide professional development expectations, guidelines and policies
 - ✧ Create a policy for professional development & individual development plans that make development a priority
 - ✧ Require professional development plans for all employees annually
 - ✧ Strictly require post-conference presentation, forum, etc.
- ✧ Hands-on trainings: Become the teacher
 - ✧ Cross training of staff within your department
 - ✧ Teach others (departments) about what we do and why
 - ✧ Role modeling
 - ✧ Learn by teaching (pair with someone in a different area of expertise)
- ✧ Develop new relationships
 - ✧ Partnering with agencies and organizations to bring resources, education, expertise, and knowledge to all staff
 - ✧ Communication and networking with others
- ✧ Think creatively about professional development
 - ✧ Opportunities beyond attending conferences