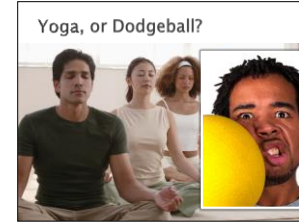


An idea/company/product I would invest US\$100,000 in, expecting a strong return: \_\_\_\_\_.

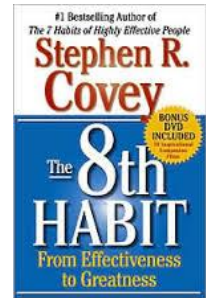
In my career I am playing *YOGA / DODGE BALL* (← Circle One)



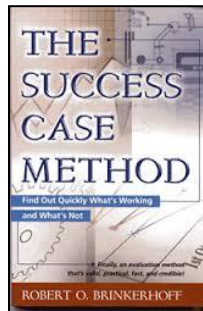
**The Ultimate Development Toolbox:**

**“Voice”** is where \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_ come

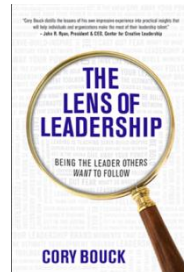
together to form my unique contribution to the world.



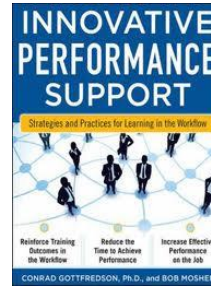
Dr. Rob Brinkerhoff's **Impact Map** connects learning to \_\_\_\_\_.



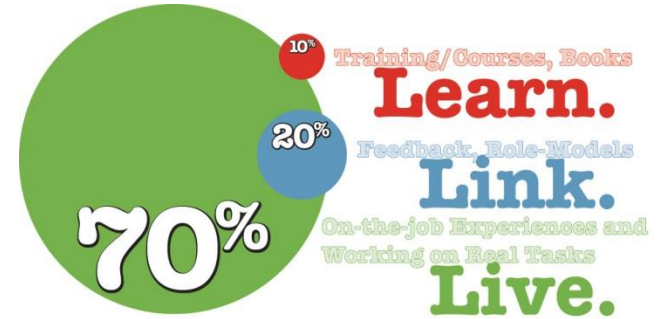
**The Ultimate Development Toolbox**  
ASTD Webinar, Feb. 24<sup>th</sup>, 2014  
Cory Bouck, Director of OD&L, Johnsonville Sausage



# The Five Moments of Learning Need

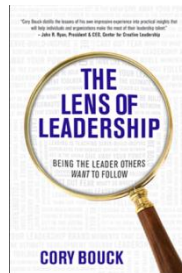


10 - 20 - 70

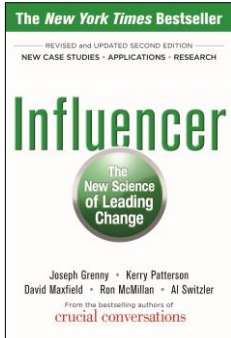


*I can drive application of the 10s by supporting them with 20s and 70s. My ideas are:*

The Ultimate Development Toolbox  
*cory@corybouck.com*



# The Six Sources of Influence

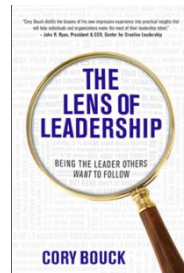


	Worth It? Motivation	Can I? Ability
Personal	1	2
Social	3	4
Structural	5	6

***Building High Performance Teams is \_\_\_\_\_, but Not \_\_\_\_\_.***

- |  |  |
|--|--|
| 1. <i>A clear, compelling, common goal</i> | 5. <i>A “team” orientation</i>             |
| 2. <i>A winning culture</i>                | 6. <i>Adequate resources and equipment</i> |
| 3. <i>Open, candid communication</i>       | 7. <i>Well-defined roles</i>               |
| 4. <i>High Performance Expectations</i>    | 8. <i>Clear lines of leadership</i>        |

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*cory@corybouck.com*



## What?—So What?—Now What?

Your “One-Thing” Development Plan

**What?** People want a partnership with their leader in their career development—a partnership that helps them achieve their goals by delivering what the team and company need from them. As a leader, you have an obligation to serve them by designing a development plan that will help them succeed. Voice + an Impact Map + 70-20-10 + Six Sources of Influence = The Ultimate Development Toolbox.

**So What?** You must lead candid dialogue about what your teammates need to learn and what skills they need to develop to achieve their deeply-personal goals. Orient your people to their individual voices; get them the skills they need; connect those skills to better results; use the business to build your people.

### Now What?

- I will study \_\_\_\_\_ to learn more about developing the people I lead.
- I will reach out to \_\_\_\_\_ in order to seek more insight, guidance, and advice.
- I will ask \_\_\_\_\_ to hold me accountable for \_\_\_\_\_.
- And I will \_\_\_\_\_ in order to create an experience to develop competencies that I have not yet adequately developed by (date) \_\_\_\_\_.

### Additional Resources for Your “Now What?” Journey:

Bouck, Cory. *The Lens of Leadership: Being the Leader Others WANT to Follow*

Brinkerhoff, Robert. *The Success Case Method*.

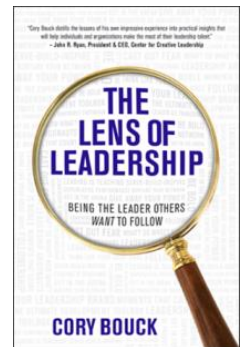
Gottfredson, Con and Bob Mosher. *Innovative Performance Support: Strategies and Practices for Learning in the Workflow*.

Grenny, Joseph, David Maxfield, and Andrew Shimberg. “How to 10X Your Influence.” MIT Sloan Management Review. (Fall 2008)

Korn-Ferry International. FYI For Your Improvement—Korn-Ferry International’s competency guide for performance improvement.

Patterson, Kerry Joseph Grenny, David Maxfield, Ron McMillan and Al Switzler. *Change Anything: The New Science of Personal Success*.

“70-20-10 model for learning and development Center for Creative Leadership.” (Google it.)



# Business objectives-based learning and collaborative processes...

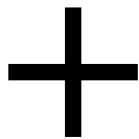
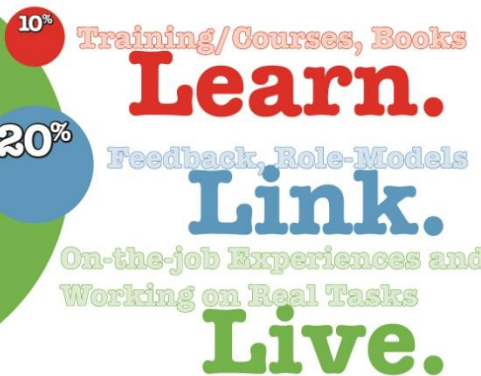
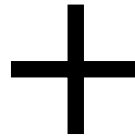
# The Ultimate Development Toolbox

Learning Program: Internal Consulting Skills

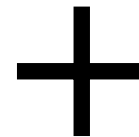
Competencies	Important On the Job Behaviors	Member's Key Goals	Job/Team Results	Corporate Goals
12 Conflict Management <b>15 Customer Focus</b> 17 Decision Quality	Discern between the "right" work and work that is not the highest-priority or aligned with our team's priorities.			6% Organic Growth
24 Functional/ Technical Skills 28 Innovation Management	<b>Follow an internal consulting process in a manner that builds relationships, encourages success, and better decision-making.</b>	<b>Gain commitment to The Ultimate Development Toolbox process when consulting with Sales</b>	<b>Decrease Learner Time-to-Effectiveness by 33% (using SCM)</b>	25% of Sales from New Products
30 Intellectual Horsepower 31 Interpersonal Savvy	Establish an appropriate relationship with internal clients.			Increase RONA by 14%
35 Managing & Measuring Work 37 Negotiating <b>42 Peer Relationships</b>	Apply technical expertise in the context of an internal consulting process.	<b>Reduce time for diagnostic &amp; design meetings w/ customer by 15%</b>	<b>Carry one add'l engagement over current workload expectations</b>	No Additional Headcount This Year
51 Problem Solving 52 Process Management 58 Strategic Agility	<b>Effectively use questions in support of an internal consulting process</b>			Grow Export Business by 18%
67 Written Communications	Effectively deal with resistance when applying an internal consulting process			

... designed with all five of Mosher's moments of need in mind ...

Learning in the Moment of Need				
1	2	3	4	5
"New"	"More"	"Apply"	"Solve"	"Change"
Learning for the 1st Time	Wanting to Learn More	Trying to Remember/ Apply	Something Goes Wrong	When Things Change



...supported by 20s and 70s that drive application of the 10s...



...and at least 4 cells of support and protection around the Vital Behaviors in the 20s and 70s.

	Worth It?	Can I?
	Motivation	Ability
Personal	1	2
Social	3	4
Structural	5	6