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People Growing Strategies¹

1. Give people challenging responsibilities
2. Support formal education.
3. Offer learning materials for personal growth.
4. Connect with outside resources for learning materials.
5. Send people to outside seminars.
6. Have learners pass their training along to others.
7. Help people grow into bigger jobs.
8. Enable people to discover the wealth of talents they have.
9. Encourage intellectual growth.
10. Assign special projects.
11. Build competency deliberately.
12. Provide incentives for growth.

¹ Excerpt from "Keeping Good People, Strategies for Solving the Dilemma of the Decade", by Roger E. Herman