

### ***Nine ways to encourage professional growth***

- 1. Encourage interaction among professionals of the same specialty within your organization.*
- 2. Promote membership in professional societies and attendance at local society meetings.*
- 3. Reward publication of articles in professional journals.*
- 4. Pay for the cost of attending significant professional conferences.*
- 5. Encourage staff to present papers or speak at conferences and local society meetings.*
- 6. Allow professionals to teach a course in local colleges.*
- 7. Set up a mentorship program in which senior professionals are paired with junior professionals in the same field and spend time with them.*
- 8. Publish a technical journal with contributions from your staff.*
- 9. Provide internal recognition for individual professional achievements, including:*
  - Publication of articles in trade journals*
  - Presentation of papers at conferences*
  - Publication of articles in refereed journals*
  - Completion of formal technical disclosures (prior to patent applications)*
  - Completion of patent applications*
  - Nomination to Senior or Fellow status in professional societies*
  - Receipt of professional awards*

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**Get Out of the Way!**  
How to Manage Development  
of Timely, Innovative, and Relevant Products  
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