

Rethink Development

DEVELOPMENT. It's an essential part of your professional success. Opportunities to learn are all around you, every day. As long as you are willing to recognize and take advantage of them.

Development pays dividends to your career, your work relationships and your confidence. And that boosts your workplace satisfaction and overall well-being. Whether your goal is to be the best at what you do now or to diversify your career options, commitment to your development is the key.

We all know that classroom learning, online courses and reading books contribute to development. However, the most impactful type of learning comes directly from your every day work experiences. It happens when you take on new responsibilities and challenging projects, collaborate with others, share ideas, ask questions and when you connect to tools and business information available at your fingertips.

At Sun Life, we care about continuous development in all forms. Ideally, 70% will come from work experiences; 20% from exposure to others; and 10% from conventionally-structured education. This approach reflects how adults learn best in a world where information is fast-paced and abundant. It's one of the keys, not only to your success today and tomorrow, but also an important part of our high performance culture. When the growth of individuals, teams and Sun Life is closely connected, we all win.

We see development as a three-way partnership between you, your leader and Sun Life. That's why it's so important for you and your leader to set development and career goals at the beginning of each Annual Performance Cycle that support your immediate development needs and move you toward your career aspirations.

Let's take a closer look at how you can make the most of each day to further your development:

[70% / Experience] Again, the most valuable type of development comes from on-the-job experiences. So, stretch your performance; set ambitious goals and gain new skills on special projects. Ask for new responsibilities. Be intentional. Practice what you learn. Identify new habits, reflect often and acknowledge your progress.

[20% / Exposure] Diversity-of-thought leads to new ideas and options to consider. So, explore different perspectives, online or in person. Be open to new possibilities. Identify new and better ways to deliver your work by meeting with colleagues, and seeking perspective and innovative solutions from external connections. It can be as simple as asking, “What problem are you trying to solve?” or “How did that go?”.

[10% / Education] If you’re looking to develop a new skill, conventional education is valuable. So, consider enrolling in a course or making time in your schedule for business e-books, video tutorials and podcasts. Sun Life offers a variety of resources like these through the Global Learning Centre.

Development is not a one-time event. It happens all around you, all the time. And it is within your reach!

So, explore, engage and excel. At Sun Life, it’s how we develop and “Learn for Life”.