

STRETCH ASSIGNMENTS

25 EXAMPLES IN THE WORKPLACE

According to experts, the future of work requires that people learn how to learn for a living. It turns out that one of the ways that people learn best is by completing stretch assignments that challenge their skills. Stretch assignments are projects or tasks that fall slightly outside an employee's current expertise, requiring them to learn new skills, develop leadership capabilities, or build cross-functional relationships. Research indicates that stretch assignments are one of the most effective, high-value developmental experiences in the workplace. They are a powerful tool for both individual career acceleration and organizational leadership pipeline development. Opportunities for stretch assignments exist in every workplace.



Leadership & Team Management

1. **Coaching or advising** a new hire, intern, or junior employee.
2. **Leading a cross-functional project team** from different departments in the organization.
3. **Managing a project** that has stalled.
4. **Covering a manager's responsibilities** while they are away (such as leading team meetings or making a presentation to clients).
5. **Leading a community service initiative** on behalf of the organization.
6. **Volunteering for a project** that nobody loves.
7. **Leading a task force or ad hoc committee** to address a problem or performance issue.



Strategic Planning & Organizational Growth

8. **Developing a marketing plan** for a new product or service.
9. **Conducting competitor analysis** and presenting findings to senior leadership.
10. **Leading employee engagement activities** on behalf of organization or departmental leadership.
11. **Representing the organization** at an industry association meeting.
12. **Writing a business case** to secure funding or support for a new initiative.



Project & Process Improvements

13. **Turning around a project** whose team members are overwhelmed.
14. **Requesting involvement** in a crucial task that is currently unassigned.
15. **Implementing a new software tool** across the department.
16. **Optimizing an inefficient process** to increase productivity.
17. **Creating a stakeholder satisfaction survey** and analyzing the feedback.
18. **Drafting a new organizational policy** to present to management for approval.



Interpersonal & Skill Development

19. **Delivering a presentation** to organization leadership, stakeholders, or clients.
20. **Seeking a win-win outcome** between teams or departments.
21. **Negotiating an agreement** with a vendor or partner.
22. **Facilitating a training session** on a subject not currently in your area of expertise.
23. **Interviewing stakeholders** to understand perceptions of a product or service, or of the organization.
24. **Taking on a major meeting or event** that needs planning.
25. **Asking to work on a priority of the organization** that aligns with your interests and skills.

