Thanks to a great discussion about closing the PD gap, here are the recommendations that session attendees made for young professionals, senior leaders, and funders to address the gap.

Young Professionals

* Force senior management to make the investment - ask them, tell them. If PD is not on their radar, it never will be done
* Identify a person outside of your organization that can help you acquire the needed skill. Then go into sales mode - introduce yourself, ask for their time, set up a meeting or two
* Advocate/speak up for yourself
* Take classes toward a degree
* Networking *skills* not just events (i.e. follow-up with people you met)
* Build relationship with manager
* Advocate for others (not everyone can do PD as extracurricular)
* Willingness to embrace the need
* Finding opportunities to stand out
* Honest conversation (is this where you want to land?

Senior Leaders

* Ensure corporate culture embraces PD and has steps in place to realize it
* Provide connections to young talent
* Build relationship with direct reports AND prioritize management of young talent
* Management seminar, building those skills within staff
* Promote soft skill PD, build goals/budget/program
* Let people fail on small things
* Create opportunities for experience (soft skill opportunities are underrated)
* Supervise to honest conversations

Funders

* Fund organizations that offer PD in the nonprofit sector, like New Sector Alliance
* Require PD as part of investment criteria and evaluation
* Asking about staff development in grant-making
* Partner with providers
* Prioritize human capital
* In-kind partnerships around human capital