

General Employee Development Plan Template Example

Development Support and Resources

Category	Description
Available Company Resources	Internal training library, LinkedIn Learning subscription, team collaboration tools
Technology and Tools Needed	Adobe Creative Suite, Google Analytics, project management software
Manager/Team Support	Monthly check-ins, mentorship from senior marketers, cross-functional project involvement
Time Allocation	Three hours per week for self-development and training
Potential Roadblocks	Limited hands-on experience with analytics, balancing workload with training time

Action Plan

Development Activity	Target Date	Owner	Status
Google Analytics Certification	MM/DD/YY	Employee	In Progress
SEO Workshop	MM/DD/YY	Employee	Not Started
Lead on Social Media Campaign	MM/DD/YY	Employee	Not Started
Performance Review	MM/DD/YY	Manager	Scheduled
Next Review	MM/DD/YY	Manager	Pending

Development Goals (SMART)

SMART	Goal	Timeframe
Specific	Improve proficiency in digital marketing analytics and SEO strategies	Six months
Measurable	Complete two online certifications and implement an SEO strategy for a company blog post	By Q4 2023
Achievable	Leverage company-provided training platforms and mentorship	Ongoing
Relevant	Enhance marketing effectiveness, align with department initiatives	Immediate impact
Time-bound	Apply new skills in a marketing campaign for Q4 2023	End of year

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Training				X	X	X		X				
Project									X	X		
Mentorship		X	X	X	X	X	X	X	X	X	X	X
Performance Review												X

Skills and Competency Development

Category	Description
Current Strengths	Strong copywriting, campaign planning, collaboration
Areas for Improvement	Data analysis, SEO implementation, leadership skills
Training and Learning Resources	Google Analytics Academy, SEO bootcamps, industry conferences

Career Advancement

Category	Description	Action Steps	Target Date
Growth Opportunities	Transition into Digital Marketing Specialist role	Gain hands-on analytics experience	MM/DD/YY
Required Skills and Competencies	Advanced SEO, paid advertising, data-driven decision making	Complete training and run paid ad campaigns	MM/DD/YY
Professional Development	Attend marketing summit, complete Google Ads certification	Register for summit, pass certification	MM/DD/YY
Support and Resources Needed	Access to paid advertising budget for testing	Proposed to manager for funding	MM/DD/YY

Employee Progression Plan Template

Harvard Business Review, Dick Grote



Employee Progression Plan Template:

Make Work Better Doug Dennerline, Jamie Aitken, 2023-05-23 It's time to make performance management work. We've moved on from antiquated tools like typewriters or checkbooks but bosses still rely on the same annual performance review process to manage employees the same way they did 70 years ago. It fails our modern hybrid workplaces and it doesn't improve performance especially for today's millennial and Gen Z workforce. It succeeds only in lowering employee engagement, undermining trust in management, decreasing transparency and increasing turnover. There must be a way to make work better for all of us. There is. **Make Work Better** shows HR leaders and middle managers the modern path to better employee performance, amplified engagement and company culture and more empowered people. Readers will learn how to make goals and OKRs more useful, more often for everyone. Eliminate ratings and implement a promotion process that reflects reality and retains employees. Make check-ins more productive at better intervals for managers and reports. Teach everyone to better deliver and receive more effective structured and unstructured feedback. Make recognition count and create formal development paths for high performers. Use data to make the right people decisions and eliminate bias. Structure your organization to maximize the impact of HR and People Operations. Featuring front-line insights from adopters of the process at Google, Intuit, Vertiv, Pepsico and other leading organizations, **Make Work Better** gives readers everything they need to improve their organization from wherever they sit. *HBR Guide to Performance Management (HBR Guide Series)* Harvard Business Review, 2017-06-20 Efficiently and effectively assess employees' performance. Are your employees meeting their goals? Is their work improving over time? Understanding where your employees are succeeding and falling short is a pivotal part of ensuring you have the right talent to meet organizational objectives. In order to work with your people and effectively monitor their progress, you need a system in place. The **HBR Guide to Performance Management** provides a new multi-step cyclical process to help you keep track of your employees' work, identify where they need to improve and ensure they're growing with the organization. You'll learn to set clear employee goals that align with company objectives, monitor progress and check in regularly, close performance gaps, understand when to use performance analytics, create opportunities for growth tailored to the individual, overcome and avoid burnout on your team. Arm yourself with the advice you need to succeed on the job with the most trusted brand in business. Packed with how-to essentials from leading experts, the **HBR Guides** provide smart answers to your most pressing work challenges. *Driving Career Results* Linda Brenner, 2015-12-22 YOUR BEST ROUTE TO CAREER SUCCESS: CREATE A PERSONAL DEVELOPMENT PLAN YOU OWN AND CONTROL. Complete, easy-to-use Individual Development Planning template for you or your colleagues. Hundreds of bite-sized practical, no-cost ways to take charge of your own development. Plus Exclusive HR Tips for implementing Self-Directed Employee Development at your company. Take control of your career by taking control of your own learning and development. Nobody will do it for you anymore; you have to do it yourself. Start now and you'll be miles ahead of everyone who's still waiting for

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