

Individual Development Plan Template

Employee name:		Department:	Human Resources
Job title:	HR Generalist	Supervisor:	

Goals to achieve

List the short- and long-term professional goals you'd like to achieve in the next three to 12 months.

Short-term goals:	<p>[List the most urgent/immediate goals you need to achieve to support you in your current role, such as completing a relevant course.]</p>
Long-term goals:	<p>[List the longer-term goals you should achieve to progress further in your current role or transition into another role.]</p>

Competencies and skills

List your current relevant skills and identify the skills you need to develop to achieve your goals.

Goal	Current skills	Future skills
Fit HR Manager role	Interpersonal communication	Strategic thinking
[Goal 2]	[Relevant current skill(s)]	[Relevant future skill(s)]
[Goal 3]	[Relevant current skill(s)]	[Relevant future skill(s)]

Actionable steps and resources

Outline the actions, steps and resources you'll need to achieve your goals.

[Goal 1]	<p>[List the actions and resources needed to achieve each goal, such as training, mentorship, courses, job shadowing, and external certifications.]</p>
[Goal 2]	
[Goal 3]	

Success criteria

List the criteria for successful achievement of each goal; use concrete targets and measurable indicators.

Fit HR Manager role	<ol style="list-style-type: none">1. Demonstrate strategic HR leadership2. Master team and stakeholder management3. Gain leadership experience
[Goal 2]	[List of relevant criteria]
[Goal 3]	[List of relevant criteria]

Individual Development Plan Sample

Malcolm S. Knowles

Individual Development Plan Sample:

Individual Development Planning , *Individual Development Planning in the VA United States. Veterans Administration, 1981* **Western-Pacific Region Individual Development Plan (IDP) Program** United States. Federal Aviation Administration. Western-Pacific Region, 1986 *Effective Succession Planning* William Rothwell, 2010-04-21 William Rothwell honored with the ASTD Distinguished Contribution Award in Workplace Learning and Performance The definitive guide to a timely and timeless topic now fully revised and updated As baby boomers continue to retire en masse from executive suites managerial offices and specialized or technical jobs the question is who will take their places This loss of valuable institutional memory has made it apparent that no organization can afford to be without a strong succession program Now in its fourth edition Effective Succession Planning provides the tools organizations need to establish revitalize or revise their own succession planning and management SP management vs technical succession planning and ethics and conduct and new chapters on integrating recruitment and retention strategies with succession planning programs This edition incorporates the results of two extensive new surveys and includes a Quick Start guide to help begin immediate implementation as well as a CD ROM packed with assessments checklists customizable guides and other practical tools

VA Pamphlet ,1981 *Skills Development Plan for Historical Architects in the National Park Service* Hugh C. Miller, Lee H. Nelson, Emogene A. Bevitt, 1986 Succession Management the "How To" Puzzle—Solved! Mark Caruso, 2014-03-18 Organizations have risk management strategies and procedures in place for disaster recovery for employee safety for computer system outages and more But not all organizations have an active succession planning strategy in place which is a risk management plan for the key talent in the organization But consider this how much would it benefit your organization to predict leadership openings using data and discussions in the same way that you predict other business risks How much would it reduce your external recruiting costs to address future leadership gaps by proactively developing your top talent with a sense of urgency to avoid or to lessen the negative impact of a predicted leadership opening when it arrives The truth is that eventually each employee will leave the organization Therefore the risk management function of succession planning is the most critical risk management function for organizational success Effective succession planning is a process of fitting together the puzzle pieces of organizational talent needs and employee career interests for the purpose of identifying retaining and developing talent for business success This book provides the strategy and the puzzle pieces you will need to plan and to implement an active and effective succession program for your organization Succession management expert Mark Caruso has created easy to use plans and tools you can use to create and implement a succession strategy that achieves results and doesn't sit on a shelf Use the interview guides and the talent meeting agendas in this book to generate rich talent discussions and to make better talent decisions Refer to the leadership models and ideas in this book to build leadership programs that address the competency needs of your top talent and successors Make sure you have an effective

succession plan in place for the most critical important asset of your company your talent *A Handbook for Training Strategy* Martyn Sloman, 1999 The world of HRD has moved on since the first edition of this book was published in 1994 and Martyn Sloman has now substantially revised the text to reflect the increased complexity of organizational life and the many recent developments in the field His aim remains the same to help readers to develop a framework in which training can be effectively managed and delivered *Stand Out from the Crowd* Eleanor Loughlin, Laura Dorian, 2019-10-10 This book takes a hands on approach to skills development and will help your students to stand out from the crowd both during their studies and when applying for jobs It supports students in the development of key organisational and interpersonal skills including time management teamwork and leadership through activities and reflective tasks It also provides practical guidance on developing vital entrepreneurial attributes such as critical thinking and problem solving and articulating these skills to prospective employers This text is an essential resource for all students looking to develop the skills experience and attributes which are desired by today's employers It is also ideal for students on personal development planning and employability modules across all disciplines and levels *The ASTD Reference Guide to Professional Human Resource Development Roles and Competencies* William J. Rothwell, Henry J. Sredl, 1992 **Manual for Career Development Programs** California State Personnel Board, 1972 **Army Civilian Training, Education, & Development System**, 1996

Constructing Core Competencies Heather Bock, 2006 This manual lays the groundwork for creating a competency model which can be used to optimize associate development and build a firm wide high performance culture **Leadership** Richard L. Hughes, Robert C. Ginnett, Gordon J. Curphy, 2005-03-07 Leadership The Art of Experience Fifth Edition is written for the general student to serve as a stand alone introduction to the subject of leadership The text consists of 13 chapters and a final section on Basic and Advanced Leadership Skills Authors Hughes Ginnett and Curphy have drawn upon three different types of literature empirical studies interesting anecdotes stories and findings and leadership skills to create a text that is personally relevant interesting and scholarly The authors unique quest for a careful balancing act of leadership materials help students apply theory and research to their real life experiences *Faculty Development & Evaluation in Higher Education*, 1978 *Commercial Standards Monthly. A Review of Progress in Commercial Standardization and Simplification* United States. National Bureau of Standards, 1929 **Knowledge Management and the Role of HR** Chris Harman, Sue Brelade, 2000 Companies are embracing knowledge management in an attempt to offset the damaging effects of downsizing and greater job mobility *The Strategic Health Care Manager* George H. Stevens, 1991-04 In The Strategic Health Care Manager George H Stevens reveals how rising competition widespread cost control measures and other trends have profoundly changed the way health care is delivered and managed and have led to new responsibilities roles and performance expectations for health care managers To help managers meet these new challenges and opportunities Stevens describes a specific set of skills for managerial success in health care including strategic planning communication team

building and monitoring and improving performance And he explains how managers can move beyond the limited roles of clinical expert and administrative caretaker to become proactive progressive and visionary leaders in a changing health care market This book offers proven practical resources including tools for evaluating leadership skills assessing communication effectiveness and tracking staff development designed to help managers promote excellence in their departments and become agents of change in their organizations **Using Learning Contracts** Malcolm S. Knowles,1986-10-09 A practical proven method for engaging adult learners Adding accountability to the learning process has been shown to engage students more deeply and get them invested in their own outcomes Using Learning Contracts provides practical guidance on implementation in the classroom or corporate setting helping instructors individualize and add structure to the learning experience With real world tips and expert advice from a leader in adult learning this guide is an invaluable resource packed with insight on using learning contracts effectively *The Personnel Administrator* ,1987-12

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