



DEVELOPMENT ACTION PLANNING™

(A 2-day action-learning workshop on how to plan & implement your development)

SYNOPSIS

The key to the success of any performance management system, whether it is the 360-degree appraisal, the Radar Chart or anything else, is planning and implementing the development of the appraisees. When this is not done in a scientific and systematic manner ensuring the commitment and buy-in of the appraiser and appraisee, the appraisal process loses credibility and the organization does not benefit.

SCOPE

This workshop will benefit anyone who appraises his subordinates and anyone who is interested in creating a development plan for themselves and their subordinates.

METHODOLOGY

The Development Action Planning™ workshop is a methodology designed to ensure that in an Action Learning format, participants learn the key skills of development planning and actually work on real plans to ensure skill transfer. The key skills have been identified as identifying of Key Focus Areas (KFA), setting good goals (SMART Goals) and creating Roadmaps with Milestones.

MODULAR ELEMENTS

- Appreciate the importance of good development planning for self and subordinates and its requirements
- Learn skills of Development Planning & Coaching: comprising
- Identify development needs from the 360 degrees feedback data
- Learn how to give good feedback and build competence
- Set good goals, and create roadmaps with milestones to monitor achievement
- Coach subordinates and provide robust development ideas