

Planning development



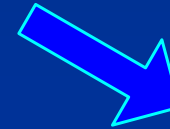
Personal development



Participant with
skills portfolio



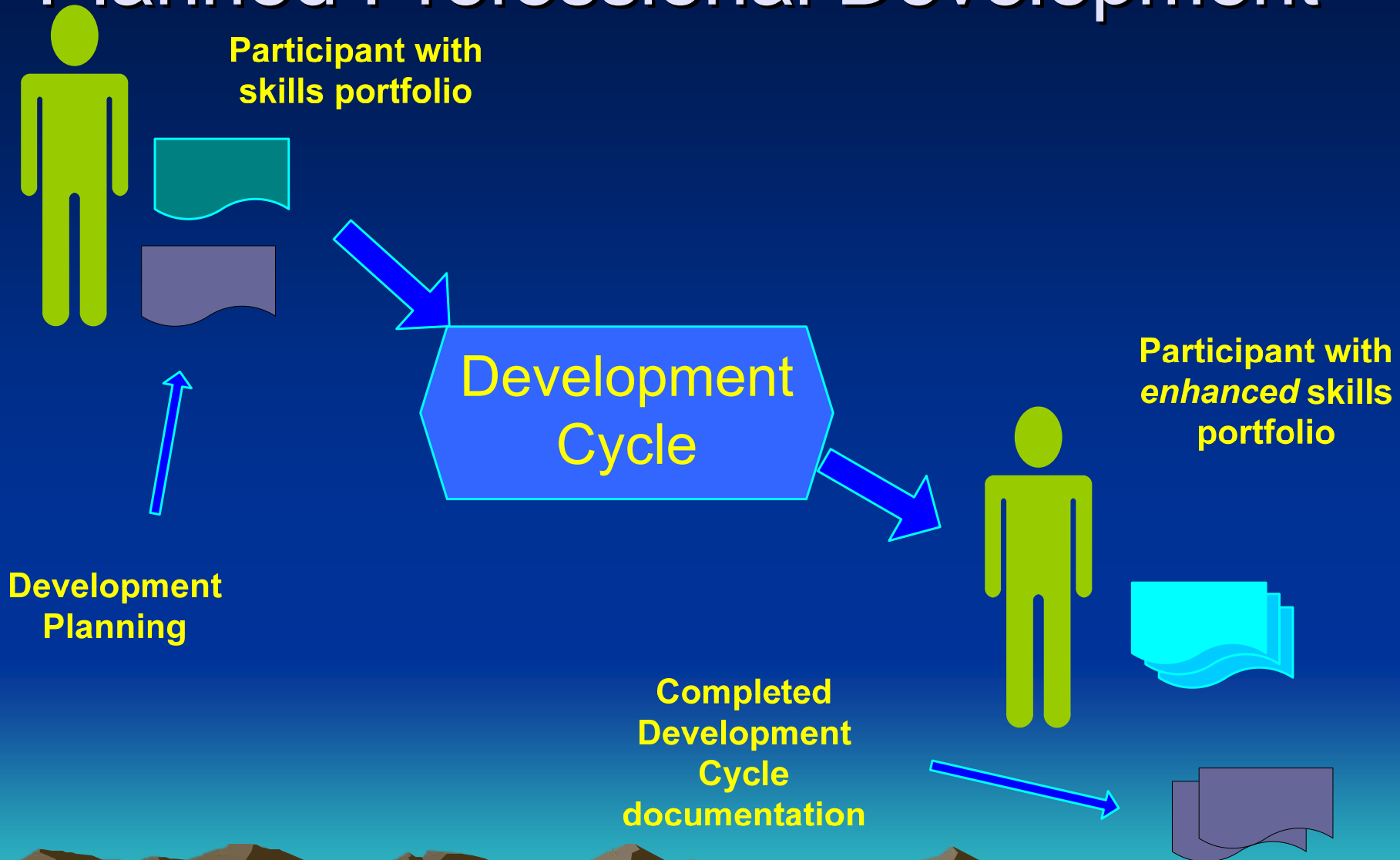
Ad-hoc
Development



Participant with
enhanced skills
portfolio



Planned Professional Development



The Process

Assess Individual Skill Needs

- Where am I now?
 - Skills Framework (SFIA)
- Where do I want/need to be?
 - Skills Matrix (organisation's needs)
- How can I get there
 - Development process ->



The Process

Development Cycle

Development **Objectives**, based on Skill needs, and **Actions** to achieve them

Create **Journals**, linked to planned **Actions**

Agree new **Actions** as appropriate

Add comments to close cycle

Create Cycle

Pursue **Actions**

Record Progress

Review Progress

Verify Record & Sign off Cycle

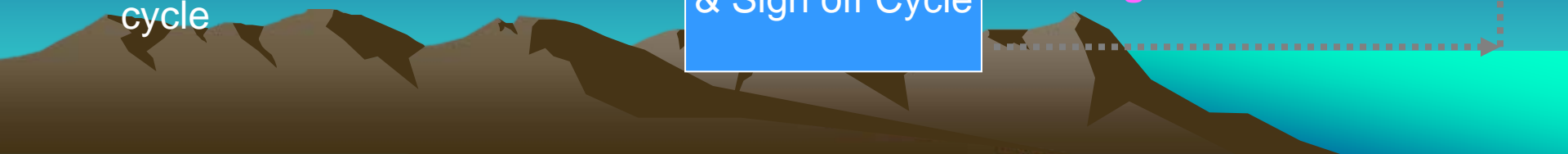
Practitioner & Manager

Practitioner

Practitioner

Practitioner & Manager

Manager



Integrate the Personal Development Process with Performance Management

- Formalise the Development Process
- Agree parameters for measuring the effectiveness of the process
 - Eg time frames, quality criteria, filling skills gaps
- Set **performance** targets, using these parameters



Questions/Discussion

