Taking Charge of Your Development

Learning Objectives

• Achieve development goals that align with the organization’s business strategy.
• Collect and analyze behavioral data to determine strengths and development needs.
• Plan for and take part in feedback and development planning discussions.
• Overcome the challenges and barriers to implementing a development plan.
• Measure and monitor progress toward development goals.

Course Description

Retaining high-caliber employees is a pressing problem facing businesses today. Surprisingly, lack of professional growth often beats compensation as a reason why employees are leaving. This course enables employees to initiate, create, and execute their own development plans with their leader. Having employees who continuously learn and improve skills enables the organization to quickly adapt to and capitalize on opportunities.

Interaction Process

Star/Ar

S/T = Situation/Task
A = Action
R = Result

Interaction Process

Development Cycle

Key Principles

• Maintain or enhance self-esteem.
• Listen and respond with empathy.
• Ask for help and encourage involvement.
• Share thoughts, feelings, and rationale. (to build trust)
• Provide support without removing responsibility. (to build ownership)
Resources (for learner)
- Jumpstarting My Success Profile
- Development Cycle Action Guide
- STAR Form
- Follow-Up Questions to Complete STARs
- Data Summary Form
- Expanded Data Summary Form
- Discussion Planner - Strengths/Development Areas
- Individual Development Plan
- How to Complete an Individual Development Plan
- Criteria Checklist
- Creating Development Activities
- Learning Styles Grid
- Discussion Planner - Reviewing the Development Plan
- Handling Challenging Situations
- Narrowing the Competency Gap
- Learning Lab

Resources (for managers of learners)
- Learning Lab Coaching Guide