

Employee Development is framed in the context of company mission, strategy & goals, yet is delivered individually to motivate, retain, nurture and grow; to maximize performance and develop potential.



Expectations of Managers (defined as the competency of Employee Development):

- Develops team members' skills by planning effective actions related to current and future tasks, also considering motivation and interests
- Develops a team to meet the long term needs of the organization.
- Develops top talents to take on more senior roles in the organization.
- Is aware of employees strengths and development areas, discusses and prepares realistic development plans to support employees reaching development goals
- Expresses confidence in others' ability to be successful and provides appropriate work challenges, honest and constructive feedback (both positive and critical) regarding performance and behavior on a regular basis.

Creating a Development Plan:

- What is the individuals' current role, career path and ambition?
- Consider what is already in place; strengths to leverage (skills & competencies), experiences gained, personal values, supporting network
- What gaps do they have related to current role or future ambition; define specific development areas to be even better or close gaps (skills, competencies, experience, network)
- Create action plans balancing strengths and development areas, utilizing all aspects of learning (on-the-job and off-the-job)

Must Knows

- Key part of a managers' job is their employees' development
- Learning is the responsibility of the employee though
- Learning should be a mix of on and off the job

Must Do Actions

- Objective assessment of ability and potential for future role expansion / scope
- Collaborative plan development / actions
- Giving feedback

Impacts

- Motivation through development
- Engagement & retention
- Developing self sufficiency
- Preparing teams for future tasks / roles
- Preparing future leaders