

CAREER DEVELOPMENT PLANNING for NEW LEADERS[®]

Participants: Identified leadership and accelerated development candidates and their managers

Length of the Workshop: Half-Day workshop plus coaching sessions and periodic online monitoring and tracking.

OVERVIEW:

The focus of this workshop is the creation of the Individual Development Plan (IDP). The plan requires a close collaboration between the leadership candidate and his/her supervisors. Data is gathered from a variety of significant sources to compile the IDP. Included in the plan are inputs from the leadership candidate, his or her managers, mentors, peers, subordinates and outside assessment data. The summary plan is then a working document for the candidate, managers and mentors to facilitate the development of the leadership prospect and monitor progress. Plans can be completed and reviewed online.

The planning process and periodic reviews improves dialogue between the candidate and their management and establishes a timeline with clear milestones for success.

CONTENT:

- I. The rationale for a comprehensive and holistic approach to development
- II. Review of the Individual Development Planning (IDP) document and accessing the online forms
- III. Creating alignment between managers and leadership candidates

OBJECTIVES:

- To create a comprehensive development document that will outline the needed activities of each high-potential and leadership candidate
- To engage the management of each candidate in the process of development
- To use the IDP document to measure progress and success against development goals

WHAT PARTICIPANTS GAIN:

- One document with all of the relevant development data and summary action plans
- Easy online access for tracking and progress updates (optional)
- Greater collaboration and more open dialogue between managers and leadership candidates
- Alignment of candidate's development goals with business needs