

Taking Charge of Your Development

Overview

This web-based training course enables employees to initiate, create, and execute their own development plans with their leader.

Target Audience

All staff and managers.

Learning Objectives

By the end of the web-based training, participants will be able to:

- Identify the skills, knowledge, and behaviors you need in order to succeed in your job and that align with your organization's business strategy.
- Gather behavioral data to determine your strengths and development needs.
- Discuss your strengths, development areas, and development planning with your leader.
- Identify and address barriers to development.
- Create a goal-oriented development plan.
- Monitor your progress and plan your development goals.

Competencies

- Building Capability

Course Content

- Understanding the Development Cycle
- Success Profiles
- Assessing and Diagnosing Strengths and Development Needs
- Discussing Strengths/Development Areas
- Barriers to Development
- Creating and Implementing a Development Plan
- Measuring and Monitoring Success
- Master Check

Who Needs to Take This Course?

1. This course is recommended for all staff and managers.
2. If you're uncertain, you may want to consider:
 - Are you focusing on development so that you are continuously contributing to the organization's success?
 - Do you want to develop, but aren't sure where to begin?

Format / Length of Course

Format: Web-Based Training

Length: 2 – 3 hours online

Cost

\$60 per participant for materials

Required

Aspiring Leaders Track

Prerequisites

None

Related Workshops

New Manager Orientation (Development Planning section)
Guiding the Development of Others

Pre-Work Required?

No

Manager Actions Required

Pre-Class:

- Talk with your employee about the importance of their continuous learning and development.
- Provide the employee with your insight into his/her strengths and development needs.

Post-Class Support:

- Have a discussion with the employee about their impression of the web-based training.
- Encourage the employee to update their development plan.
- Plan a time to discuss the updated development plan, and review progress routinely.
- Reinforce the importance of the employee's on-going development, as well as their role in developing their own employees (if applicable).