

# 5 Essentials for a High-Quality Development Plan

Notes

## Robustness



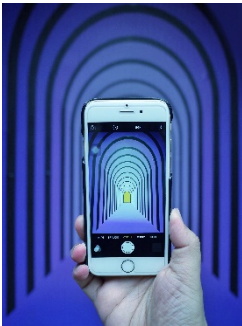
- Is it current (created within the last 12 months)?
- Does it have a planned date to reflect on progress?
- To what extent is there connectivity between short and long-term goals, development needs, and planned development activities?
- Are challenging assignments and projects represented?

## Variety



- Are multiple types of formal and informal learning approaches integrated into the planned activities?
- Does it appeal to my learning preferences?
- Does the plan offer an opportunity to enhance strengths, as well as address deficiencies?
- Does it have relationship, experiential, and instructional activities?

## Structure



- Does the plan include specific development needs (e.g. technical competencies & skills, fundamental competencies & skills)?
- Are there concrete planned actions directly aligned to each identified **current** development needs?
- Are there concrete planned actions directly aligned to each identified **future** development needs?
- Does the plan have identified monetary resources needed to complete developmental activities?

## Alignment



- Do development needs and planned actions support **current** business objectives?
- Do development needs and planned actions support **future** business objectives?

## Actionable



- Has a specific timeframe within which the development will be initiated and/or completed been identified?
- Are timeframes aggressive, but realistic for accomplishing developmental activities?