

GBH Individual Development Plan

Examples of Development Actions

Research supports that learning and development is most effective when it is applied on the job. Make the most of opportunities to combine learning with real work/or learn from others in the workplace. Resist the urge to devote 100% of your development to classes or training.

Type	Development Action	Description	Examples and Resources
Learning by Doing: On-the-Job Development	Complete a Special Project	Complete a stretch assignment or special project to broaden your skill base.	Work with your supervisor. Examples: Lead/Work (ADSCME Contract 30.5), Work Out of Classification (10.10), Training Positions (18.4)
	Complete Temporary Assignment	Temporarily assume the duties of someone who is on vacation, on a leave of absence, etc. to build experience, broaden perspective, and develop new skills.	-
	Move to a New Job	Changing jobs is an effective way to develop new skills, knowledge, or competencies.	-
	Join a Committee, Task Group, or Employee Group	Getting involved in a workplace group to help you enhance your network of contacts, learn more about the organization, develop leadership skills, and make positive contributions to OHSU.	Work with your supervisor. Examples: Diversity Employee Resource Groups, Labor Management Committee, ADSCME Leadership, Toastmasters
Learning from Others	Find a Mentor, Coach, Subject Matter Expert, or Role Model	Periodically consult with a specialist to discuss and enhance specific work-related knowledge, and skills and broaden perspective.	Select the person or ask for a recommendation from a supervisor/co-worker. Use the employee directory to identify possible contacts.
	Receive Cross-Training	Receive training from another employee who has a job that is different from yours. Learn the knowledge, and skills and broaden your perspective.	Work with your supervisor. Consult with the CWE Center Career Development Specialist for guidance on getting started.
	Job Shadow	Observe the day-to-day work of another employee to gain an understanding of a process, or procedure, and/or explore a new role.	-
Training, Classes, Education	Study Materials	Learn from books, videos, and other resources; follow up with the manager or a learning partner to share insights and reinforce learning.	CWE Center Self-Paced Learning, OHSU Library
	Training Programs, Classes, Formal Education	Attend training classes, workshops, conferences, and academic degree/certificate programs to develop new skills and networks.	HR Learning & Development, CWE Center Classes, Healthcare Organizational Effectiveness, OHSU Division of Management, OHSU Tuition Benefits
	Online Training/eLearning	Complete an online learning experience (e.g., to learn new software) to gain new skills and knowledge that can be applied to the workplace.	-
Other Development Actions	Train Others	Provide training to others (e.g., how to use a new tool or technique, or sharing learning from a recent conference) to deepen knowledge, credibility, and confidence.	Work with your supervisor.
	Coach Others	Impart skills, knowledge, and direction to others to help develop insights and abilities.	-
	External Activities	Develop connections in the community, in the occupational field, or within a certain industry to gain new perspectives, a network of resources, and develop expertise.	OHSU Career Information System, Local Library

Individual Development Plan Sample

United States. Department of State

A red circular graphic with a gradient, appearing as a partial circle or a thick curved line, located to the right of the text 'United States. Department of State'.

Individual Development Plan Sample:

Individual Development Planning in the VA United States. Veterans Administration, 1981 **Individual Development Planning** , **Western-Pacific Region Individual Development Plan (IDP) Program** United States. Federal Aviation Administration. Western-Pacific Region, 1986

Effective Succession Planning William Rothwell, 2010-04-21 William Rothwell honored with the ASTD Distinguished Contribution Award in Workplace Learning and Performance The definitive guide to a timely and timeless topic now fully revised and updated As baby boomers continue to retire en masse from executive suites managerial offices and specialized or technical jobs the question is who will take their places This loss of valuable institutional memory has made it apparent that no organization can afford to be without a strong succession program Now in its fourth edition Effective Succession Planning provides the tools organizations need to establish revitalize or revise their own succession planning and management SP management vs technical succession planning and ethics and conduct and new chapters on integrating recruitment and retention strategies with succession planning programs This edition incorporates the results of two extensive new surveys and includes a Quick Start guide to help begin immediate implementation as well as a CD ROM packed with assessments checklists customizable guides and other practical tools

Suggestions for Individual Development Planning Executive Manpower Management Technical Assistance Center, 1973

How Managers Can Develop Managers Alan Mumford, 1993 Emphasizes learning from experience at work through the demands of the job from problems and opportunities from bosses mentors and colleagues VA Pamphlet , 1981 Upward

Mobility Training Agreement and Handbook United States. Department of State, 1985 **Succession Management the “How To” Puzzle—Solved!** Mark Caruso, 2014-03-18 Organizations have risk management strategies and procedures in place for disaster recovery for employee safety for computer system outages and more But not all organizations have an active succession planning strategy in place which is a risk management plan for the key talent in the organization But consider this how much would it benefit your organization to predict leadership openings using data and discussions in the same way that you predict other business risks How much would it reduce your external recruiting costs to address future leadership gaps by proactively developing your top talent with a sense of urgency to avoid or to lessen the negative impact of a predicted leadership opening when it arrives The truth is that eventually each employee will leave the organization Therefore the risk management function of succession planning is the most critical risk management function for organizational success Effective succession planning is a process of fitting together the puzzle pieces of organizational talent needs and employee career interests for the purpose of identifying retaining and developing talent for business success This book provides the strategy and the puzzle pieces you will need to plan and to implement an active and effective succession program for your organization Succession management expert Mark Caruso has created easy to use plans and tools you can use to create and implement a succession strategy that achieves results and doesn't sit on a shelf Use the interview guides

and the talent meeting agendas in this book to generate rich talent discussions and to make better talent decisions Refer to the leadership models and ideas in this book to build leadership programs that address the competency needs of your top talent and successors Make sure you have an effective succession plan in place for the most critical important asset of your company your talent

Skills Development Plan for Historical Architects in the National Park Service Hugh C. Miller, Lee H. Nelson, Emogene A. Bevitt, 1986

English Teaching Forum, 2003

Forum, 2003

Developing Executive and Management Talent United States. Office of Personnel Management. Executive and Management Development Division, 1981

Chart Your IRS Career United States. Internal Revenue Service, 1989

Stand Out from the Crowd Eleanor Loughlin, Laura Dorian, 2019-10-10 This book takes a hands on approach to skills development and will help your students to stand out from the crowd both during their studies and when applying for jobs It supports students in the development of key organisational and interpersonal skills including time management teamwork and leadership through activities and reflective tasks It also provides practical guidance on developing vital entrepreneurial attributes such as critical thinking and problem solving and articulating these skills to prospective employers This text is an essential resource for all students looking to develop the skills experience and attributes which are desired by today s employers It is also ideal for students on personal development planning and employability modules across all disciplines and levels

Level Up Your Life Prabhu TL, 2025-03-27 Level Up Your Life 100 Personal Development Skills to Unlock Your Full Potential Unlock the most powerful force in your life yourself In a world full of noise distractions and uncertainty the ability to master your own mind emotions habits and actions is your ultimate advantage Whether you re striving for personal growth professional success or inner peace Level Up Your Life gives you the practical skills to take full control of your life and reach your highest potential This isn t just another self help book filled with empty motivation It s a structured no fluff blueprint of 100 transformative personal development skills distilled from timeless wisdom modern psychology neuroscience and the success habits of high achievers Each skill is clearly explained and immediately actionable perfect for busy professionals students entrepreneurs or anyone ready to level up their life What You ll Discover Inside Proven strategies to boost self discipline time management and productivity Emotional intelligence tools to improve relationships and reduce stress Mindset shifts to overcome fear procrastination and self doubt Communication leadership and career development techniques Physical and mental wellness routines to energize your body and mind Real life examples exercises and a personal development plan template Master Every Area of Your Life This book is divided into 10 core areas of growth Communication Influence Emotional Intelligence Leadership Confidence Productivity Focus Creativity Innovation Cognitive Critical Thinking Interpersonal Social Skills Career Professional Growth Financial Intelligence Health Wellness Mindfulness Whether you read it cover to cover or use it as a reference for your daily growth The Self Mastery Blueprint will serve as your lifelong personal success playbook Who This Book Is For Dreamers ready to take action on their goals Professionals seeking balance and peak

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Managers in the Making John Storey,Paul Edwards,Keith Sisson,1997-05-27 Using original data Managers in the Making presents a thorough analysis of the processes by which managers are made in Britain and Japan It provides a detailed comparative study of the careers training developmental experience and job demands of managers in eight named companies matching British firms with Japanese counterparts Using qualitative and quantitative data the authors offer an understanding of these processes within organizational sectoral and national contexts Managers perceptions reactions and concerns are recorded and analysed throughout

The Human Side of Changing Education Julie M. Wilson,2018-04-18 Make change humanly possible When we ask schools to change we are asking human beings to change and this requires special tools and a human centered approach Change the heart of the system by enabling the hearts and minds of those who make schools work Learn to make sense of challenging change journeys and accelerate implementation with this practical framework that includes human centered tools resources and mini case studies Understand why resistance is to be expected and how to get through it Discover three different kinds of change strategies and when to use which one Learn how to use the messy middle of change where real transformation happens Julie Wilson dares to turn common sense into an action plan This is an urgent important book for all educators and parents Seth Godin Author Julie Wilson is both a visionary and a pragmatist Her book is a wonderfully clear and concise guide for leaders who seek to navigate the road to educational transformation Tony Wagner Author

Advice for the Novice Investigator Nick Stergiou,2019-08-06 This book is intended to help young and novice scientists by providing them with advice on how to overcome adversities This advice comes in the form of numerous examples from the author s career but also from the careers of many other scientists It follows the thinking process of Ramon Y Cajal and his famous book Advice for a Young Investigator It covers a variety of topics and areas that are fundamental in becoming a successful scientist It presents chapters on all essential areas of the scientific life that appeal to a wide range of audiences from the senior undergraduate student to the university administrator to the chief scientist in the industry Some figures in the eBook are in color Features Contains practical advice and many hints on a variety of topics from how to write a grant to how to effectively manage your time Displays many examples of success and failure from other scientists that can teach valuable lessons Provides many personal stories and anecdotes in a form of sincere confessions Includes PowerPoint Presentation slides for each chapter for any academicians that want to develop such a class in their institutions

Building a Sustainable Workforce in the Public Transportation Industry— A Systems

Approach Candace Blair Cronin, 2013 This is a guidebook that addresses contemporary issues in workforce development retention and attraction and public transportation image management It is separated into modules that may be used independently or together Information across the modules is in the form of example successful programs state of the art initiatives industry effective practices and directions to implement and measure those practices The results of this research may be used by human resource professionals and transportation policy makers in implementing more effective human resource business planning processes Foreword

Unveiling the Energy of Verbal Beauty: An Emotional Sojourn through **Individual Development Plan Sample**

In a global inundated with screens and the cacophony of immediate communication, the profound energy and psychological resonance of verbal beauty usually diminish in to obscurity, eclipsed by the continuous barrage of sound and distractions. However, set within the musical pages of **Individual Development Plan Sample**, a fascinating function of literary brilliance that pulses with fresh feelings, lies an unique journey waiting to be embarked upon. Penned by a virtuoso wordsmith, this mesmerizing opus manuals readers on an emotional odyssey, gently exposing the latent possible and profound influence stuck within the complicated web of language. Within the heart-wrenching expanse of this evocative evaluation, we shall embark upon an introspective exploration of the book is key themes, dissect their fascinating writing design, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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