

Development Plan

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Period of Learning From:	1st September 2018	To:	30th May 2020

What do I want/need to learn	What will I do to achieve this?	What Resources or Support will I need?	What will my success criteria be?	Target Dates for Review and Completion
Insights, Strategy & Solutions; 1. I would like to be able to learn more about HR Metrics and how they can benefit the organisation 2. Work more closely with my Managing Director to determine how my objectives support the overall business strategy.	1. Utilise online resources including CIPD, such as https://www.cipd.co.uk/Images/human-capital-metrics-and-analytics-assessing-the-evidence_tcm18-22291.pdf 2. Set up Bi-Monthly 1 2 1's with my MD to ensure objects set are inline with the Strategy & progress is monitored.	For both points I will need to support from my MD, and disciplines to set time aside to do the research.	More meaningful HR monthly reports, attendance at SMT's will be more meaningful, other SMT members will start to recognise how HR supports what they do.	I would like to see the impact of this by the end of the financial year 30th Sept 2019. Reviewed a monthly 1 2 1's,
Resourcing and Talent Planning; 1. We are a national company so I would like Improve my telephone interviewing skills, I feel that currently I am not able to get the most from this form of Interviewing. 2. I want to improve our resourcing strategy and the tools that our business uses.	1. Liaise with my Network of HR Professionals to understand how they currently utilise telephone interviews, pro's & con's and how they have developed this. 2. Undertake a research project to review the different types of recruitment options, liaise with my network to understand what works best for them.	Hold discussions with my HR Network, raise this in the HR Forum and discuss with my Agency Contacts.	1. Utilising telephone interviews as an option for 1st Interviews and avoiding travel for both the company and candidates and be able to make informed decisions based on those conversations. 2. A documented resourcing strategy, with agreed tools & resources (such as online options and agency agreements)	I would like telephone interviews in place by 1st June 2019, this would be in line with any site based summer recruitment requirements. 2. I will start to review this in January with a view to having implemented a new programme by 31st December 2019
Employee Engagement; 1. I would like learn about and champion or employee engagement with a view to improving the employee interaction and experience.	1. I have chosen this for me course research project which I have started to work through and will be completed by 28th February 2019. 2. Search out previous research to understand what has worked before.	I will need support from the members of the SMT and in particular my line manager to ensure that this project is inline with the business strategy.	1. Employee engagement will be improved and reflected in greater interaction in the company programme 'Recognise and Reward' 2. I will have a documented Recognise and Reward scheme that is approved and supported by the SMT.	As my research project is due to be submitted by 11th February 2019 I will follow this timeline.
Curious; 1. I need to learn to question more and to and get closer to other departments in the business to understand their challenges.	1. This will be my focus for 2019 Workshops, Seminars, Webinars and Networking events, I will search out appropriate events to attend. 2. I intend to do some background reading on	1. Time off from my day to day workload to attend workshops and events, so support required from my Manager.	To be more confident in my approach and to demonstrate my interest with sincerity, mainly around other functions in the organisations.	I believe this is ongoing development, but I will keep my CPD up to date with what I have done and demonstrate this in May 2020.
Decisive Thinker; 1. I would like to learn to be more challenging and not so quick to make a decision.	I believe this is closely linked with my target for Insights, Strategy and Solutions, alongside that I will listen more and liaise with the Key Stakeholders (SMT) to understand their functions and how I can support with that.	I believe the HR Forum will be good support along with my Manager and feedback from the SMT.	I will discuss this with my Manager, and add it as an action in my 1 2 1, so that he can provide feedback on what improvements have been made and how that is demonstrated.	I will document the 1 2 1's on my CPD therefore by the end of the course in May 2020 there should be a nine entries.