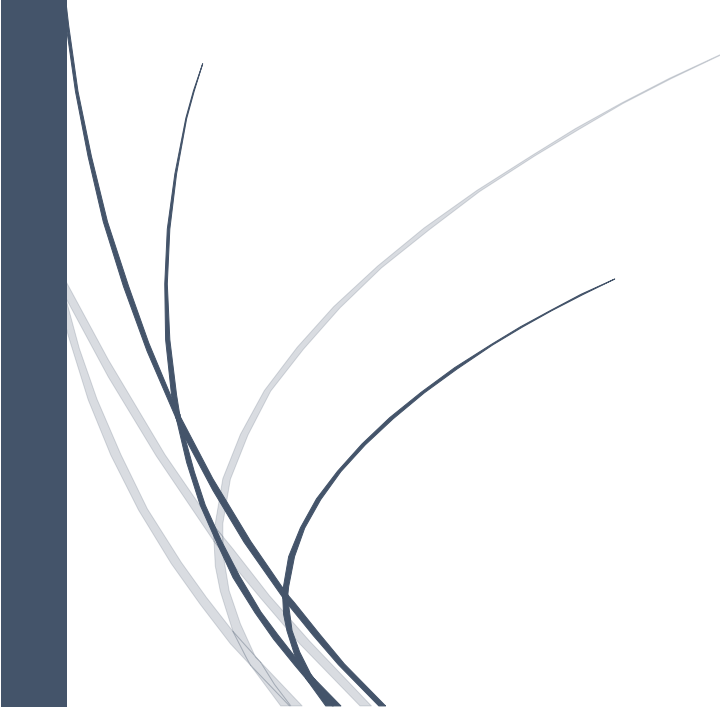




Student 4114731

Personal Development Plan

Word Count 542



Dawn Jones
WELSH AMBULANCE SERVICE

Personal and Professional Development Plan

May 2022 – May 2023 medium term

May 2023 – May 2024 long term



Personal Statement

My main focus is effectiveness, this is both personally and professional as it will drive me to achieve a better balance between both. My development spans both my personal and professional life with my current studies in level 7 CIPD, MA Strategic People Management.

A quote from course materials from the 7 Habits of Highly Effective People, a course I engaged with thorough Academi Wales is a key quote for both my medium- and long-term plan.

“The essence of effectiveness is that you get the results you want today in such a way that you can get even better results in the future”.

FranklinCovey Signature Edition 4.0 2022.

I have chosen this quote as it represents what I achieve today, my future goals and how they are both equally important.

My first goal is working on myself, my character and personality – my roots. This includes personal and professional development, exploring self mastery and moving through dependence, to independence towards interdependence. As this is a continuum, I can see myself in all three spaces for different parts of my life, each significant as I active private victories along with public victory in areas of leadership, management, and development.

Mission Statement

Developing lifelong skills through learning and experience, starting with seeds, roots, and maturity as a strong tree as a symbol of my journey. My values are aligned with my goals, my strengths, weakness, opportunities, and threats and how I navigate my way towards interdependent and self actualisation (Maslow reference needed).

Focusing on my paradigms, how they align with others, rather than behaviours. By seeing things differently, I think differently and therefore act differently. As we see the world as we are, our experiences and understanding we must see it as it is, without bias, judgement of influence – my mental map. I will strive to be open, listen with intent to understand first then seek to be understood (covey reference needed).

By working on my behaviours, these minor changes will drive more significant changes, allowing me to work on my mental maps (paradigms).

Personal Development Plan

NAME:	Dawn Jones	MEMBERSHIP NUMBER:	84291787
COVERING THE PERIOD FROM:	May 2022	TO:	May 2024

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
Be proactive, act with integrity and work with a vision, purpose, and outcome. Accountability and responsibilities for myself.	Work through my learning hub actives, aligned with the CIPD professional map.	CIPD resources, reflective accounts and guidance from tutors, mentor, and coach.	Completion of all core behaviour modules, at least three reflective accounts linked to each of the 8 learning outcomes and build a blog that can be published.	Completed May 2023.
Build on current level of membership and create further evidence to prepare for Chartered Membership. Specific focus on speciality areas on Organisation Design and Development.	Research performance, improvement, and quality for my dissertation and its impact on wellbeing. Organisation design: developing operating models, structures, frameworks, systems, and metrics. Organisation development: using behavioural science to design and deliver change, focusing on culture, values, capability, behaviours, relationships, and ways of working CIPD (2023)¹	Dissertation supervisor. Leadership coach and workplace mentor. Reading time through study leave from employer. CIPD Learning Hub and individual learning assessments/plan.	Successful research and submission of a high-quality piece of work that adds to current research and knowledge. Further reflections and evidence of meeting the behaviours and specialist knowledge of Chartered CIPD.	May 2024 final submission of dissertation. Monthly check-ins with supervisor and leadership coach.

¹ CIPD (2023) *The Professional Map*. Available at: [profession-map_full-standards-download.pdf \(cipd.org\)](https://www.cipd.org/uk/media/1/2/profession-map_full-standards-download.pdf). Accessed May 15th, 2023.

