

Individual Development Plan Template

Employee name		Department	Human Resources
Job title	HR Generalist	Supervisor	

Goals to achieve

List the short- and long-term professional goals you'd like to achieve in the next three to 12 months.

Short-term goals	[List the most urgent/immediate goals you need to achieve to support you in your current role, such as completing a relevant course.]
Long-term goals	[List the longer-term goals you should achieve to progress further in your current role or transition into another role.]

Competencies and skills

List your current relevant skills and identify the skills you need to develop to achieve your goals.

Goal	Current skills	Future skills
Fill HR Manager role	Interpersonal communication	Strategic thinking
[Goal 2]	[Relevant current skill(s)]	[Relevant future skill(s)]
[Goal 3]	[Relevant current skill(s)]	[Relevant future skill(s)]

Actionable steps and resources

Outline the actions, steps and resources you'll need to achieve your goals.

[Goal 1]	[List the actions and resources needed to achieve each goal, such as training, mentorship, courses, job shadowing, and external certifications.]
[Goal 2]	
[Goal 3]	

Success criteria

List the criteria for successful achievement of each goal; use concrete targets and measurable indicators.

Fill HR Manager role	<ol style="list-style-type: none"> 1. Demonstrate strategic HR leadership 2. Master team and stakeholder management 3. Gain leadership experience
[Goal 2]	[List of relevant criteria]
[Goal 3]	[List of relevant criteria]

Individual Development Plans Examples For Engineers

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Essentials of Engineering Leadership and Innovation Pamela McCauley,2017-01-06 This book is a must have resource for those engineering professionals seeking out best practice in engineering leadership and innovation It is underpinned by years of applied experience in engineering settings and is designed to develop and prepare engineers as leaders to accept the technical and managerial challenges that they will face as professionals At a time when engineering and innovation in technology is of importance on so many fronts this text encourages engineers and technical professionals to become effective socially conscious leaders and innovators The text and course material is designed to create an environment of interactive high engagement learning that will produce lifelong skills Some of the many benefits of this book include Accompanying notes instructor s manual sample syllabi for qualifying textbook adoption A complementary website with a wealth of ancillary resources Case studies in STEM contexts An international approach underpinned by years of experience in US settings Practical advice on how to distinguish yourself as an engineering leader A solid grounding in ethics and professional responsibility Drawing together best practice in engineering leadership education and current research in the field this book is an essential read for those wishing to develop expertise in engineering leadership Current professionals in the field educators as well as students of engineering wishing to excel will all be particularly interested readers

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