

# The Growth Collective

## Supporting Individual Development Planning

Individual development plans (IDPs) promote a culture of continuous learning and development that benefits both individuals and the organisations they work for. They are essential for personal and professional growth, facilitating goal setting, self-awareness, improved performance, career progression, and alignment with organisational objectives, while enhancing engagement and job satisfaction.

HR practitioners can play a crucial role in three-way development conversations by adding objectivity, and an ability to align individual development with organisational goals. Your involvement ensures a structured and effective approach to talent development.

## The Process

Individual development planning is a structured approach to help individuals set and achieve their personal and professional goals. Increase effectiveness can be achieved while involving their manager/Leader or mentor. Here are the steps for conducting such a conversation:



Supporting individuals with structured development, organisations can promote individual growth, align employee development with organizational objectives, and create a culture of continuous learning and improvement.

# Tips for driving development through 3-way feedback conversations

Individual development planning with a 3-way development conversation is a structured approach to help individuals set and achieve their personal and professional goals while through soliciting feedback with the Leader. As a HR Practitioner you can support effective outcomes but encouraging robust feedback and alignment to organisation goals.

## Preparation

- Ensure both parties take some time to reflect on the individuals current performance. Many find feedback hard and senior leaders are no exception. It's a good idea to check in with the leader ahead of the conversation and prep them for this.
- Encourage both the individual to seek feedback from multiple stakeholder the use of 360 tools is helpful here.

## Structuring the conversations

- Encourage the individual to lead the conversation then encourage the leader to validate, and provide additional feedback to get alignment
- Use questioning to guide to create challenge for both parties to create alignment and outcomes

Questions to establish goals/focus areas, self awareness and focus for development include

- What are your strengths? (create alignment but encouraging the leader to validate and add to these)
- What do you see your key development areas as?
- What areas do you (Leader) do would you like to see (individual) focus on?
- What would you see/notice if x were to be successful in developing in this area?

Questions to identify and validate appropriate actions/ learning opportunities

- What opportunities have you both considered to support these areas?
- What else? (Where formal learning has been identified what are the development experiences and relationships that will support)
- How would this help you achieve your aspirations for these interventions?
- How will you know you have been successful?
- What support is needed?

## Follow up and measuring success

Measuring the effectiveness of Individual Development Plans (IDPs) is essential to ensure are contributing to individual and organisational growth. Here are some key metrics and methods for measuring IDPs:

1. **Goal Achievement:** Assess whether the individual has met the specific goals and objectives outlined in their IDP. This can be done through regular check-ins and performance evaluations.
2. **Performance Reviews:** Monitor the individual's job performance before and after implementing the IDP. Look for improvements in key performance indicators and job-related outcomes.
3. **Feedback and 360-Degree Reviews:** Collect feedback from peers, managers, and direct reports to assess changes in behavior, leadership qualities, and overall effectiveness resulting from the IDP.

## Documenting the plan

Documenting a development plan thoroughly is crucial to ensure clarity and accountability. Make sure to include the overarching development goal, keys actions, measures of success, timing, cost, and support required. We have developed a template you can leverage our template located [here](#)

## About us

The Growth Collective offers practical and interactive training programs to develop your leadership skills. We don't believe in theoretical leadership training. Our programs focus on building a solid foundation for your success as a leader.

Our programs are designed by experts in skill development, communication and leadership.

Want to know more about our programs? [Find out more.](#)

