

Development plan

Name: Angela Walker

Membership number: 21317542

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
Build understanding of Organisational Development	Self-learning on best practice through reading and attending conferences with good external speakers and experts.	Time and money.	An ability to apply my learning practically to aid organisational development.	6 months
Gain employment law knowledge	Attending next Employment law course in order to refresh and upgrade my own knowledge. This is in order for me to coach senior line managers on best HR practice and ensure that they have the basic skills to deal with people issues.	Time and money.	Senior line managers having a	6 months
Gain a coaching qualification	I have attended coaching masterclass and would like to develop my coaching style to a much higher degree. On average I coach 2 to 3 people per month on the basics of managing teams and developing their own confidence and expertise. I would like to look at ways to improve my own performance and ensure that the executive coaching programme can be evaluated more deeply and improved upon.	I have a few unofficial mentors and coaches who challenge and support me and who will help me to look at what development I need to have to get there. This has been particularly useful as impartial and objective advice from an outside source enables me to look at my own career in a different way.	Coaching qualification gained, improved standards of executive coaching programme. Positive feedback from people within the programme.	Next three years
Gain more understanding of the way in which to influence a diverse group of people.	Work closely with department heads to understand their roles and personalities in much greater depth. I can achieve this by continuing the coaching sessions with them but also by spending more time shadowing and understanding their roles more clearly. Attend coaching courses to further skills at engaging and influencing using coaching as a model.	Cooperation of department heads, time and ability to attend coaching courses.	Smoother relationships and communication between myself and department heads.	3 months



CPD record

What did you do?	Why?	What did you learn from this?	How have/will you use this?
Attended a talent management and succession planning masterclass	In order to broaden my knowledge on how to manage talent successfully. I had implemented a half yearly "people day" in my last organisation and wanted to look at ways to review and develop talent in a much larger organisation.	I gained a real understanding of the needs of our leadership programme and after extensive research and work with academic institutions on what we can deliver and how. I have much more confidence in my ability to understand what is on the market, what is a fit with our organisation and what would be best fit delivery mechanism.	The development of a Management Development programme from Supervisory to leadership level. Design and creation of Emergent Managers and Middle Managers and the continued design of the Leadership programme in partnership with an academic institution. This has started to create a valuable learning culture and people going through Emergent Manager programmes are now looking at ways to qualify for the middle manager programme. I have led this project and have just completed the recruitment of six high calibre graduates.
Developed understanding of Myers Briggs	Having attended step one over a year ago and seen the benefit of using the tool with teams, I wanted to develop my understanding to a much greater depth.	How to facilitate team building sessions to a greater depth. I've found that this has been a great toll to discuss people's differences and to get teams to learn about each other and understand why people behave in different ways.	I have started to develop and roll out team building residential courses as part of my remit.
I've been having one to one coaching sessions on a weekly basis to help me develop my German business language.	One of the territories that I support in the German territory in Berlin and although I am a fluent speaker, my business German is poor.	I've gained an understanding business German which has helped me better serve those territories.	This has helped me to engage the territory much more fully in the HR projects that I am rolling all across all territories.
Developed an understanding of how to engage creative people in training and development events.	Most staff are creatives and they're more difficult to engage fully than people within my last organisation. During training events there's been a need to employ different mediums to keep people interested such as group work, outdoor activities, videos and role plays.	I have had to consider new innovative methods to ensure that concentration is not lost. These are examples of learning to engage a completely different type of individual.	Some examples of this are coaching using darts as a way for people to practice the GROW model; Cookery events as a way of team building using the "Ready Steady Cook" approach.
Reinstated and developed a synergy group which brings together all sister companies, of which ours is a part of and looks at synergies, savings and sharing of best practice.	The synergy group was a previous initiative of a large media company that had failed and had little buy in.	The importance of concentrating on key needs of sister companies to secure buy in.	By securing buy in I was able to get the group up and running successfully.

