



# Human Capital Strategies LLC

Competency-Based Talent Management Solutions



## DEVELOPMENT PLANNING Building employee capability

Employee development represents a significant investment in people. Realizing a tangible return on that investment is a formidable challenge if employees don't know how to prepare results-oriented development plans, and managers don't fully understand their role in the development process.

**DEVELOPMENT PLANNING** is designed to support your

- ✓ **Employees** by building the skills and knowledge they need to prepare development plans that enhance their ability to achieve outstanding results for your business.
- ✓ **Managers** by understanding how to promote learning and integrate development within the context of day-to-day business activities.

### Employees learn how to:

- Assess their strengths and development needs incorporating feedback from others.
- Address different types of development needs.
- Focus on those needs that will have the greatest impact on their performance.
- Set realistic, achievable development goals.
- Prepare a results-oriented development plan.
- Use different types of development activities to build their skills and knowledge.

### Managers learn how to:

- Integrate employee development within day-to-day job activities.
- Use stretch assignments to build employee capability.
- Address barriers to employee development.
- Build an environment that supports development and on-going learning.

**DEVELOPMENT PLANNING** is available as a self-study guide or action-oriented training module that can be facilitated by our staff or yours with the available facilitator's guide. The study guide and training module are fully customizable to build on a company's existing process.