

DEVELOPMENT PLANNING

“To motivate employees who work beyond basic tasks, give them these three factors to increase performance and satisfaction:

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| Autonomy | Our desire to be self directed. It increases engagement over compliance. |
| Mastery | The urge to get better skills. |
| Purpose | The desire to do something that has meaning and is important.” |

Source: Drive: The Surprising Truth About What Motivates Us, by Daniel Pink, 2009, based on several MIT studies.

In this course, we are introducing you to an example of a wholistic, genuine and recorded performance management program.

An individual Development Plan should:

- assist with personal growth and Christian maturity
- address any skills and capability gaps compared to their job description
- help resolve roadblocks to achieving goals
- prepare staff for their current and future roles (in current or future workplace)

Development options could include:

- Coaching
- Mentoring
- Exposure to a special project/task
- On the job training
- External course
- Self-directed reading