



## Learning Activity 11–20: Development Plan

### OBJECTIVE

The objective of this learning activity is to

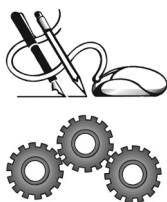
- ♦ begin creation of an individual development plan to continue expansion of managerial skills.



### MATERIALS

For this activity, you will need

- ♦ Training Instrument 12–17: Development Plan, one copy for each learner
- ♦ Tool 12–20: Individual Development Plan, one copy for each learner.



### TIME

- ♦ 10 minutes

### INSTRUCTIONS

1. Distribute copies of Training Instrument 12–17 and Tool 12–20.
2. Introduce this exercise by assuring them that you don't expect them to create a complete development plan in just 10 minutes. This is an opportunity for them to begin creating a plan that they will continue building when they have their own private strategic-planning sessions.
3. Refer to the instructions on the training instrument.
4. Ask each individual to consider the material that has been discussed and the results of the assessments he or she completed earlier in the workshop.
5. They should choose one area they'd like to focus on first and list one thing they can do in the next week to begin working on their development in that area.

6. After the exercise, conduct a debriefing discussion, using these questions.

***DISCUSSION QUESTIONS FOR DEBRIEFING***

- ♦ Would someone like to share what he or she will be working on?
- ♦ What actions are you going to take in the next week to get started?