

An Individual Development Plan is a planning tool to assist you in taking charge of your career by identifying action steps toward achieving your short or long term career goals. Once you have identified your development areas, you can begin your development plan. Your plan should include the competency/skill you wish to develop, development activities that can help you develop the identified skill, the learning resources, and the timeframe.

Name:
Position Goal:
Time Frame of Development Plan:
<p>How to Identify your Key Development Areas:</p> <ol style="list-style-type: none"> 1. What is your position goal? (be specific about the actual title that you are hoping to land) 2. What are the key competencies needed for this position/industry? (look at job descriptions to figure this out) 3. Based on the job description, what areas would you like to/need to develop further? 4. Create S.M.A.R.T. Goals/Development Activities that are specific, measurable, attainable, realistic, and timely, to help you in develop in these areas.

KEY DEVELOPMENT AREAS			
Development Goal	Development Activity	Support Required	Target Completion Date
Attend a litigation civil unlimited hearing	-Shadow and attend pre-lit mediation -Shadow and attend trial with litigation CR -Take self paced course offered by my organization	-Time out of scope of normal job duties -Lit manager suggestion/support	June 2021 (mainly because of pacing for trials depending on jurisdiction)
Attend a court ordered mandatory settlement conference	-Request to handle a litigated file from beginning to end while managing my current team -Shadow current 34 or litigation CR in MSC if one arises	-Time out of scope of normal job duties -Lit manager suggestion/support	October 2021 (once again, because trials are set so far in advance)
Have team members on my team that handle premise liability claims	-Take self paced courses offered by my organization -Handle CPL claim from beginning to end while managing my current team -Shadow CPL CR in the field / desk ride	-A lot of time -LCM support -Peer support	September 2020
Acquire better handling practices for complex injury claims including fatality & loss of limb	-Obtain large loss mentor -Sit-in on large loss strategy discussions -Take self paced courses offered by my organization -Attend PLRB conferences	-Time out of scope of normal job duties -Tenured peer support	July 2020
Have a team that consistently performs	-Team awareness -Team engagement -Team competitiveness	-Time / money -Constant communication	Constant (March 2020 and beyond)