A picture containing text, clipart

Description automatically generated

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| **Employee Name:** | | **Leader Name:** | | **Date:** |  |
| **Individual Top Priorities** | **Key Performance Indicators** | | **Outcomes/Results** | **Individual Assessment** | **Leader Assessment** |
| **Growth (40%)***Examples: initiatives that create value, delivery of projects that support growth* | | | | | |
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| **Environment, Health & Safety (20%)***Examples: delivering improvements to personal safety, client and field worker safety, environment, health and wellbeing* | | | | | |
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| **Financial and Operating Efficiency (20%)***Examples: increase in services, streamlining processes, reduction of costs, delivering improvements* | | | | | |
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| **High Performance Culture (20%)***Examples: improved quality of development plans and feedback conversations, improved pulse survey results* | | | | | |
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| A good development plan is key for growth and should contain a blend of on-the-job, feedback and coaching, and formal training opportunities. | | | | |
| **Development Priorities**  *Desired outcome of development, i.e. how performance or behaviour changes* | **Actions/Activities**  *Activities that will improve performance/ develop skills and help achieve career goals. Consider 70/20/10\* approach* | **Success Measures**  *Commitments from you and your leader that will aid you in the development process* | **Target Completion Date** | **Outcome/Review** |
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| **Short Term Career Goal:** | | **Long Term Career Goal:** | | |
| *\*70% = On-the-job learning (job experiences, projects, rotations, business forums); 20% = Learning through others (Feedback; 1:1 coaching; Discussing/Reflecting); 10% = Formal Learning (Training/Study)* | | | | |