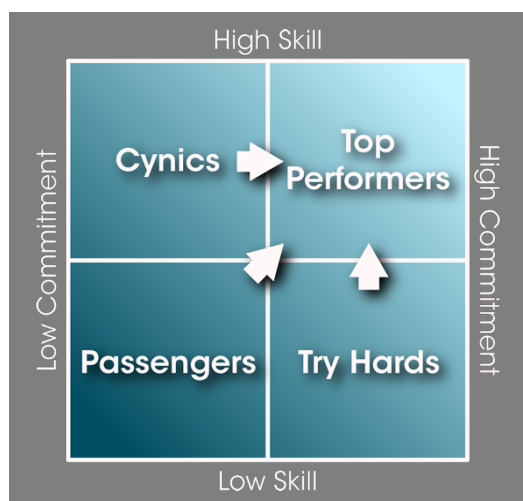


Parmenion

DEVELOPMENT PLANNING EXERCISE

1. What's the development need?
2. What's the root cause?
3. Where does the colleague sit on the skill v commitment matrix?
4. 5Cs model
5. Colleagues preferred learning style?
6. Other influencing factors e.g. importance, complexity etc.
7. Resources available?
8. What's the answer?
9. By when?



Capability Can they do it?
Constraints Remove the obstacle
Clarity Train
Competence Coach
Commitment Motivate

