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| **Name: Jane Doe** | | **Date:03/13/2017** | | |
| **Current Role: Customer Service Associate** | |  | | |
| **Supervisor: Bob Ross** | |  | | |
| **Development Goals (1):** | | | |
| 1. Gain exposure to different areas of the business to gain a greater understanding of the company and my increase strategic decision making skills. (Ties to the business Goal- “Leading Self.”   Takes Broad Analytical Perspective and Leading Growth-Make Strategic Decisions) | | | |
| **Experiences to Pursue:**  Describe specific activities you plan to participate in to help you achieve your development goal. | | | |
| Attend operational meetings to learn more about the way products are introduced to our customer base. | | |  |
| Attend strategic talks performed by management personnel to gain exposure to different areas of business | | |  |
| Learn more about forecasting units from a high level | | |  |
| **Relationships to Develop:**  List those you plan to build a relationship with, the purpose of the relationship and what you plan to accomplish as a result. | | | |
| Inventory Supply Planning Manager- learn about forecasting that comes in from the field and how those are calculated  Manufacturing Representative-learn about product availability | | |  |
| PMO Manager – Commercial product support | | |  |
| **Formal Learning to Leverage:** | | | |
| Obtain BA to gain exposure to different business issues and resolutions as well as increase strategic planning knowledge & business acumen. | | |  |
| **Measures of progress:**  List milestones you anticipate achieving and what visible progress looks like. | | | |
| **Graduate with BA**  **Introduction to process.**  **Understanding of branch and distribution forecasting and how it affects the plant forecast** | | | |
| **Development Goals (2):** | | | |
| 1. Increase leadership skills to effectively influence others to meet organizational goals. (Business Mission- Leading People-Encourages Excellence & Collaborates Across Boundaries) | | | |
| **Experiences to Pursue:**  Describe specific activities you plan to participate in to help you achieve your development goal. | | | |
| Participate in (or lead) a project that includes different departments to increase exposure to different departments and leadership styles | | |  |
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| **Relationships to Develop:**  List those you plan to build a relationship with, the purpose of the relationship and what you plan to accomplish as a result. | | | |
| Inventory Supply Manager- work with Danny on cycle count root cause and corrective action. SMOD remedy plan. | | |  |
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| **Formal Learning to Leverage:** | | | |
| Attend JCI Ducted Systems Academy to strengthen leader effectiveness. | | |  |
| **Measures of progress:**  List milestones you anticipate achieving and what visible progress looks like. | | | |
| **Increased decision making skills and leader effectiveness** | | | |
| **Development Goals (3):** | | | |
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| **Experiences to Pursue:**  Describe specific activities you plan to participate in to help you achieve your development goal. | | | |
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| **Relationships to Develop:**  List those you plan to build a relationship with, the purpose of the relationship and what you plan to accomplish as a result. | | | |
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| **Formal Learning to Leverage:** | | | |
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| **Measures of progress:**  List milestones you anticipate achieving and what visible progress looks like. | | | |
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| Supervisor Signature: |  | | |
| Employee Signature: |  | | |
| Both signatures are required and reflect agreement on all parts of the form. | | | |