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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)
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| **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:** |
|  |  |
| **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. |