Stakeholder Development Plan

Following the Talent 9-Box exercise, a development plan should be created for any stakeholder in a critical role, or stakeholders needing specific development goals to improve performance.



Tips for Creating a Successful Development Plan

Tip #1 Development Goals:

Create no more than three (3) realistic goals. Use the SMAC framework; goals should be specific, measurable, achievable, and compatible.

Tip #2 Desired Outcome:

A desired outcome is a way to make development goals more specific. For example, target certain attitudes, skills or behaviors essential for the stakeholder's role within the organization.

Tip #3 Active Strengths:

Use this area to outline the strengths the stakeholder can leverage in order to complete their development goals.

Tip #4 Business Context:

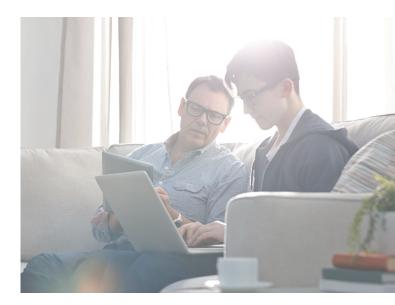
State the business need. How do the organization's initiatives require specific skills for this role?

Tip #5 Development Actions:

Outline the experiences, people, or training that may provide support for development.

Tip #6 Development Success Factors:

Identify the timeline, support needed, and indicators of success. These indicators should state 'how' progress will be measured.



Stakeholder Development Plan

Stakeholder Name

Department

Review Period

Date of Review

Development Goals

Desired Outcome

Active Strengths

Business Context

Development Actions

Development Success Factors (timeline, support needed and indicators of success)

Manager Signature

Stakeholder Signature



Carson Group 13321 California Street #100 Omaha, Nebraska 68154

carsongroup.com 800.514.9116 coaching@carsongroup.com