

TIP 3

>> L. Thomas: Tip number three, complete an I.D.P. and keep it current.

As you can see, the programs that we put in place are the cornerstones of consistency and how we develop employees and help them meet their career goals.

One of the items that hits at the heart of this effort is individual development plan.

Supervisors if you are not encouraging your employees to put together an I.D.P., you are doing a disservice.

The I. D.P. is an excellent roadmap to help the employees lay out their short-term and long-term goals and it helps you develop some developmental activities to help meet these goals.

An I. D.P. is a wonderful roadmap and we encourage you to tie it to the performance process, and from the very beginning, go ahead and allow your employees to set up their I.D.P. and formulate their goals.

>> D. Charpio: It's one thing to have goals, Leon, but what about getting to those goals?

How do you get there?

What types of activities and so forth?

Is that identified in your I.D.P. also?

>> L. Thomas: It sure is.

You have an opportunity to list out training opportunities, readings that you would like to do, shadowing assignments, details, what have you.

You can go ahead and list that in your I.D.P.

>> D. Charpio: So I sit down with my supervisor and say I want to be the director of BLM some day.

How do I do?

I want to take a college course here.

I want to get this experience there.

Does the I.D.P. guarantee that I get to do those learning activities?

>> L. Thomas: If you want to be the director of BLM, you may want to shadow Bob Abbey, but there's absolutely no guarantee to getting everything you would like to have accomplished in your I.D.P.

Of course, mission, goals and budget come into play here.

>> D. Charpio: Very good.

Thanks Leon.