

Strength-Based Development Planning™

Creating Powerful Development Projects

WHAT IS IT?

A one-day workshop with the purpose of training employees to create development plans with goals tied to the needs of their current job responsibilities, their departments, their managers and the organization.

WHY IS IT IMPORTANT?

- Uses the best of the employees' abilities to drive their development toward the managers' operational goals.
- Takes the responsibility of generating development activities off the managers' shoulders and places it with employees.
- Shifts the responsibility for writing development plans to the employees.
- Focuses development in a way that it is motivating to both managers and employees, by capitalizing on strengths rather than merely shoring up weaknesses.
- Addresses priorities seen as most important and challenging to both managers and the organization.

WHAT DO PARTICIPANTS GET?

- Training in creating development projects that are motivating to them and most likely to get their manager's approval.
- Practice in brainstorming effective and practical development goals.
- Appreciation of the difference between developing strengths and correcting weaknesses; and when it's appropriate to do each.
- Enhanced skill in writing an effective development plan.

WORKSHOP TOPICS

- Fundamentals of Development
- What is Motivated Development? Understanding the key to what motivates you. Identifying your motivated strengths. Maximizing your contribution to the organization.
- How and When to Work on Weaknesses
- The Career Management Process: Understanding the steps to long-term career development
- Three Steps to Creating Powerful Development Projects
- Putting Your Idea into a Broader Context

LOGISTICS

- One-day workshop
- Customized to organization
- Pre-course assessment assignment
- Up to 20 participants
- CDT Trainer or Train-the-Trainer

