

DEVELOPMENT

starts from myself

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FINISH

SUMMARIZE AND SET NEXT GOAL

- Minimum twice per year summarize development plan (Review process)
- Mark your achievements and the effort you've put in
- Learn your lesson from the difficulties you've encountered
- Make modifications and start new planning

MODIFY YOUR PLAN

- Collect feedback
- Search for new development possibilities
- Check where you are – set check points with yourself and your manager

IMPLEMENT YOUR RESOLUTIONS

- By small steps, aim for the goal
- Dedicate regular time for developmental activities
- Return to written arrangements - be a project manager of your development

USE THE SUPPORT OF OTHERS

- Collect feedback on regular basis
- Inspire yourself
- Consider participating in mentoring/ 360 assessment/coaching
- Consider participating in company-wide projects, go beyond your area of expertise

START

GET TO KNOW YOURSELF

- Prepare your professional balance sheet
- Identify your strengths and areas for development
- Collect feedback

MAKE A PLAN

- Define your aspirations
- Identify the goal you are aiming for
- Build activities based on 70/20/10 model
- Prepare the development plan

TALK TO MANAGER

- Share your aspirations and reflections
- Check available options
- Together decide on an action plan and necessary support



- Detailed information and helpful materials in our Toolbox
- With additional questions please contact your dedicated HR Business Partner