



DEVELOPMENT PLANNING

The development planning process empowers employees to take ownership of their own development. It provides a mechanism to consolidate and prioritize developmental feedback from various sources, including coaching and mentoring conversations, 360 degree feedback, assessment or development center feedback, talent review feedback, and performance reviews. It provides a framework to create an action plan that motivates employees to move forward on their development priorities and goals.

Development plans provide an essential foundation for employees to engage in meaningful career development conversations with their line manager, mentor, coach, talent management or human resources professional. Following these conversations, employees should integrate agreed actions, next steps and any other relevant information into their development plans, and then request written comments on their revised development plans. These comments should be appended to the development plan, creating a transparent process that promotes and encourages a commitment to agreed development actions and next steps by all parties.

Importantly, development planning plays a pivotal role in developing high potential talent. It provides a mechanism to ensure that high potentials are getting the right experiences, at the right time, to maximize their development and strengthen their viability for specific succession plans. Without development plans, high potential development tends to be more opportunity driven. To build robust succession plans, high potential development needs to be more strategically driven. Development plans play a powerful role in ensuring that every development opportunity provides the right experience to build bench strength for specific succession plans.

Development plans give high potentials and employees an important voice during talent review meetings, succession planning reviews, and other development and deployment discussions. These development plans may include:

- summary of strengths, development needs and weaknesses
- summary of possessed and unpossessed experiences
- short-term development priorities, goals and objectives
- long-term development goals and objectives
- career aspirations
- domestic and international mobility, geographic preferences



Development planning plays a pivotal role in developing high potential talent and building more robust succession plans.



- resources or support needed to achieve development plan goals
- obstacles to achieving development plan goals
- strategy or plan to overcome any obstacles
- mentoring and coaching needs
- aspiration for specific positions, business divisions, teams or projects
- educational goals
- executive business school program
- leadership, learning or development programs
- professional certifications or licenses
- special skills training (e.g., languages, project management, programming languages)
- reading professional books, journals or other online or printed resources
- attending professional conferences, meetings, webinars, podcasts or other events
- contributing to professional field (e.g., publications, speaking engagements, or innovations)
- self-nomination for further development opportunities, for example, short-term assignments, task forces or projects, committees or panels, mentoring others, external non-executive director opportunities, or company sponsored community involvement or volunteerism
- prioritized actions and timeline to achieve development plan goals

Without development planning, very little of the right development, at the right time, happens.

We will work in partnership with your organization to design and deliver a development planning process that meets your specific talent development needs.



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Leadership[®]
development

An international talent management and leadership development consulting company that delivers innovative solutions, services and patented SaaS software.

Since 1999, we have worked with more than 30 Global 500, Fortune 500, and FTSE 100 companies in 25 countries on 4 continents.

Albertsson Consulting is an international talent management and leadership development consulting company established by Candy Albertsson, PhD in 1999, following a ten year career with BP where she held the senior talent management position globally with responsibilities for succession, talent reviews, high potential development, assessment to identify talent, and talent management strategy.

Albertsson Consulting deliver best practice solutions, services and patented cloud-based software for a variety of leadership development and talent management challenges. We will work in partnership with your organization to:

- Build an integrated talent management strategy
- Identify the right competencies
- Identify the right experiences
- Identify high potential talent
- Build career paths for your talent
- Streamline development planning
- Strengthen coaching and mentoring conversations
- Build a high potential development program
- Develop high potential talent
- Accelerate the highest potential talent
- Build an integrated talent review process
- Strengthen talent pools and talent pipelines
- Identify best fit, developmental stretch, and pipeline succession candidates
- Strengthen deployment decisions
- Build more robust succession plans with strategic succession management
- Generate strategic talent intelligence

Our Global 500, Fortune 500, and FTSE 100 clients are represented in 14 industries, including:

- aerospace and defense
- banking
- electronics and electrical equipment
- energy
- financial services
- food production
- gas and electric
- industrial and farm equipment
- insurance
- oil services
- petroleum refining
- scientific, photographic and control equipment
- semiconductors and other electrical components
- and telecommunications.

Beyond corporate clients, we have worked with a variety of international management colleges, university affiliated executive education programs, management institutes, conference and event management companies, and other organizations.

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