

Employee Name: \_\_\_\_\_

<b>A. Assess Current State</b>			
Completed by employee prior to 1:1 meeting with supervisor			
<b>Current Role, Location</b>			
<b>Key Stakeholders:</b>	<i>List supervisor name here</i>		
<b>1-3 Key Strengths:</b>	<b>1-3 Key Development Needs:</b>		
<i>List key strengths here, as aligned with the company's core competencies and/or key business objectives. Ensure you view these strengths with a global lens. Consider feedback received from team leaders, peers, mentors, and performance reviews.</i>	<i>List key development needs here, as aligned with the company's core competencies and/or key business objectives. Ensure you view these needs with a global lens. Consider feedback received from team leaders, peers, mentors, and performance reviews.</i>		
<b>B. Define &amp; Evaluate Professional Aspirations</b>			
Completed by employee prior to 1:1 meeting with supervisor			
<b>Long-Term Career Aspirations</b>	<i>Insert career aspirations here</i>		
<b>Leadership Scope Aspirations</b>	<i>e.g. I aspire to be a Local Leader, Regional Leader, Global Leader, Technical/Functional Leader, Individual Contributor, Not Sure Yet</i>		
<b>Targeted Career Development: What critical capabilities need to be gained to prepare for future target roles or areas of interest?</b>			
Time Frame	<b>NEAR-TERM: 0-3 Years from Now</b> Defining your professional aspirations in the near-term		<b>LONGER-TERM: 4+ Years from Now</b>
<b>Target Roles / Areas of Interest</b>	<i>List name of target role or target area of interest here</i>		
<b>Key Experiences / Skills Gained from Role / Target Area</b>	<i>What capabilities will be gained through occupying this role here? (experiences, skills, knowledge)</i>		
<b>Key Experiences / Skills Necessary to Prepare for Role / Target Area</b>	<i>What key capabilities are necessary before occupying this role? (experiences, skills, knowledge)</i>		

### Global Readiness – My Focused Development Plan

<b>Key Barriers to Attaining Target Role / Target Area</b>	<i>What may limit the achievement of this target role/area here? (e.g. Organizational: unavailability of job openings, budget to relocate, etc.; Personal: inability to relocate, language requirements, etc.)</i>		
--	--	--	--

<b>C. Develop</b> Completed in 1:1 meeting with employee and supervisor			
Individual Development Plan: <b>What areas should be focused on for success in current role and to prepare for future target roles</b>			
	<b>Development Plan Objective</b>	<b>Actions &amp; Resources to Achieve Objective</b>	<b>What is the measure of success? How does this prepare you for success in your current role &amp; future target roles/areas?</b>
<b>Focus Area #1</b>	<i>List specific skill/behavior selected as a focus</i>	<i>List specific activities or actions will you do here. Who and what is needed to implement this plan? (Education/Exposure/Experience)</i>	<i>List what will change or improve when this objective is met here. How will this help you prepare for success in your current role and for future roles/career aspirations?</i>
<b>Focus Area #2</b>			
<b>Focus Area #3</b>			