



HR

FEDERAL RESERVE BANK of KANSAS CITY

Investing in Yourself:

Create a Professional Development Plan for Success!

Presenters:

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Agenda

- Why Professional Development
- Federal Reserve Bank of Kansas City Practices
- Four Critical Development Steps
- Individual Career Planning Activity
- Manager Partnership
- Implementation Resources

WHY DOES CAREER PLANNING MATTER?

93,440

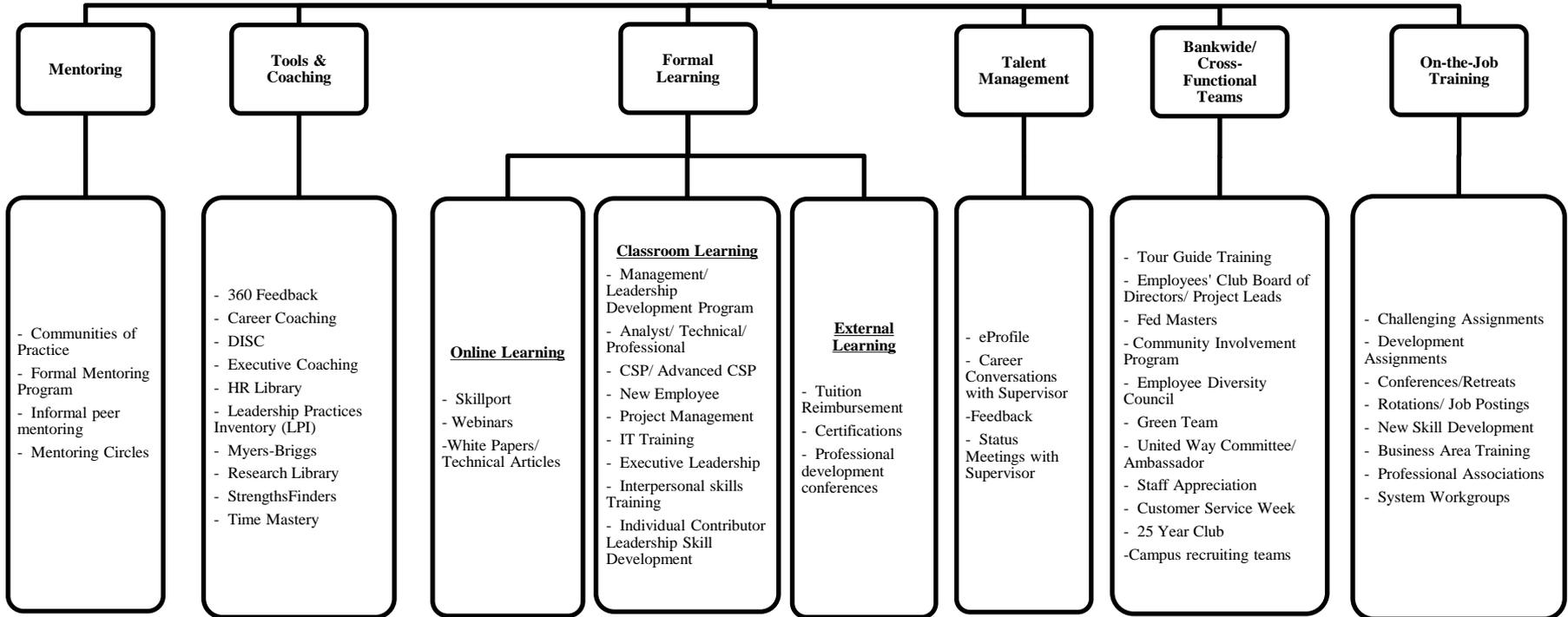
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Six Key Trends



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Professional Growth & Development



Performance Management Plan

January / February

- Employee develops Individual Performance Plans for current calendar year
- Discussions occur between employee and manager to reach agreement on plan
- Current year Individual Performance Plan is finalized

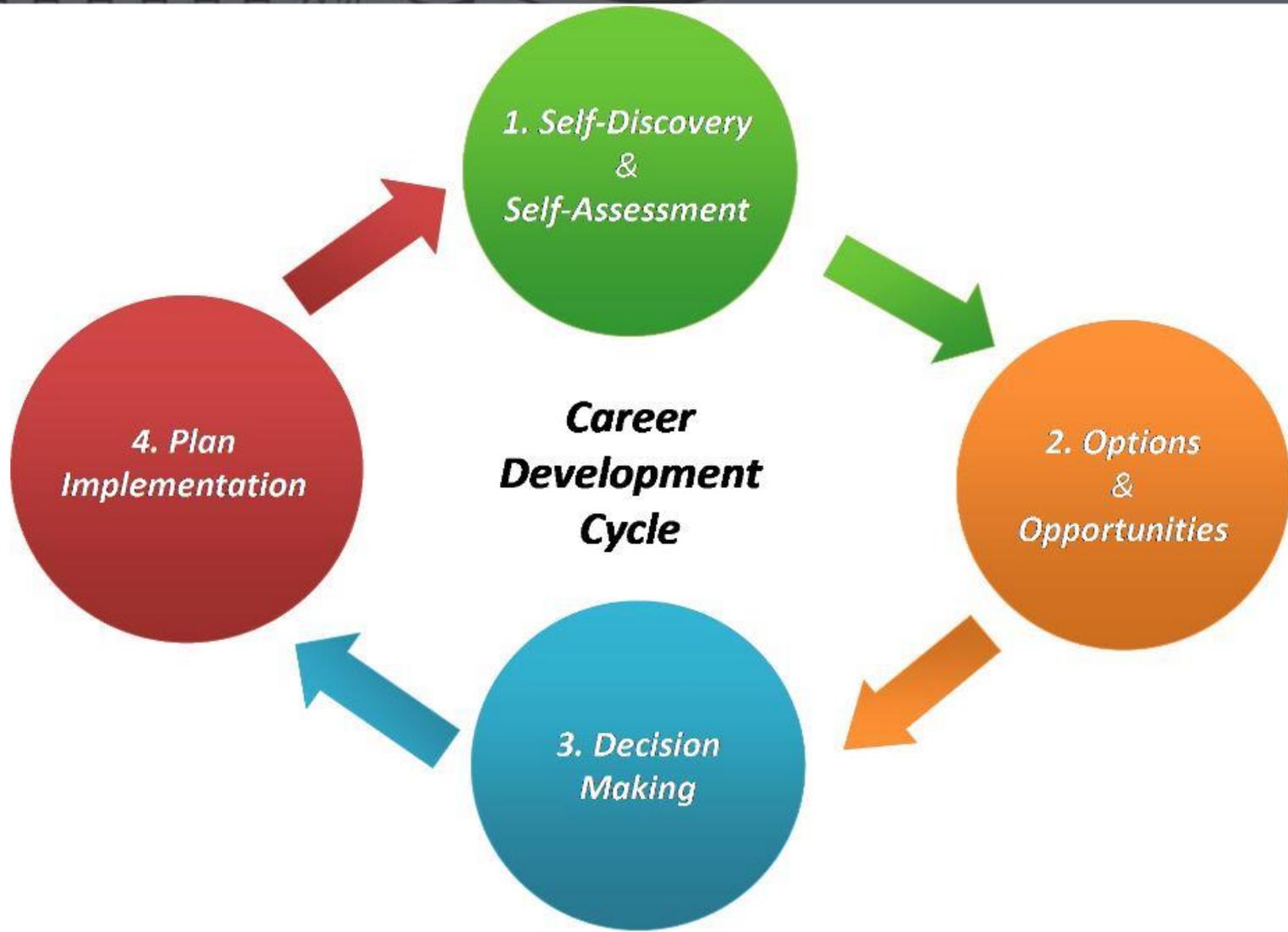
June / July

- Employee updates plan with progress on meeting objectives, demonstrating skills, and accomplishing development activities
- Discussion occurs between employee and manager to discuss performance; manager includes his/her comments on progress achieved
- Manager assesses performance and assigns mid-year performance rating

November / December

- Employee updates plan with progress on achieving objectives, skills, and development activities
- End of year discussion occurs between employee and manager to discuss results and overall performance; manager includes his/her comments on performance
- Manager assesses performance and assigns end of year performance rating

Four Critical Steps



Individual Planning Activity

- Begin generating ideas to apply to your formal development plan
- Encourage reflection around key factors in development planning
- Gain perspective from other professionals
- Develop a framework for use in your formal written development plan

Self-Discovery

Career Anchors

Think about what you value most about your work or where you find the most satisfaction.

Technical competence
Managerial competence
Autonomy
Security
Service
Challenge
Lifestyle
Entrepreneurship

What other anchors bring satisfaction to your work?

Self-Assessment

Strength Areas

- List three skills you can leverage for your professional development?

Development Areas

- List two short-term and one long-term area for improvement. These are skills etc. that will be helpful for your development.



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Options & Opportunities



Decisions & SMART Goals

Questions to consider...

- What direction do you want to take your career in?
- Do you need more information and how will you derive it?
- What are you going to develop?
- What are your long and short term SMART goals?

Allies/Resources

- Company HR & Training Functions
- College & Career Centers
- Career Coaches
- Community Education Programs
- Accountability Partners
- Work Colleagues
- Books & Articles
- Manager Partnership*



Manager Partnership

- Make Connection Between Development and Company Needs
- Maintain Open Communication
- Conduct Career/Professional Development Meetings



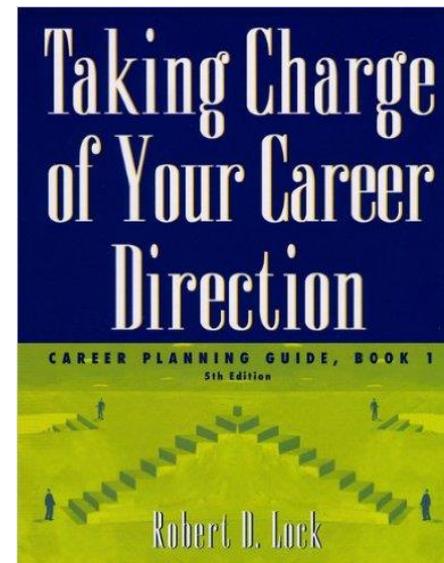
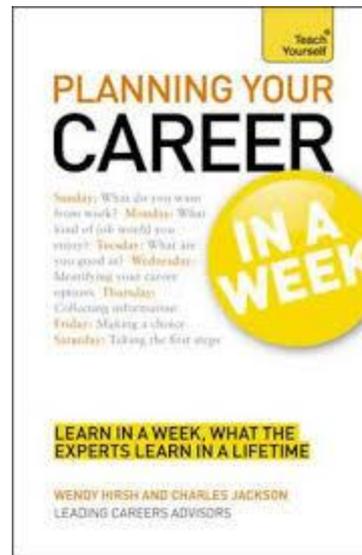
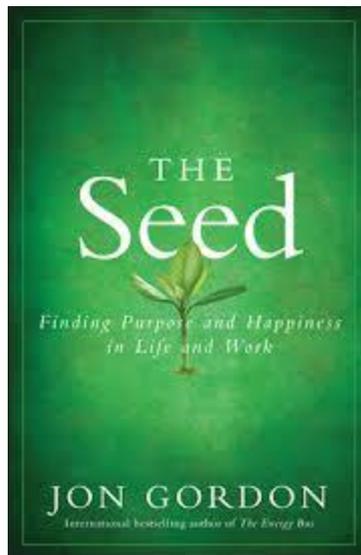
Implementation Resources

- Professional Development Map
- Accountability Partner



<https://www.mindtools.com/courses/lnV924x0/PersonalDevelopmentPlanning.pdf>

Suggested Reading



Getlighthouse.com: How Employees Can Drive Their Own Career Growth

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[Closing Pep Talk](#)