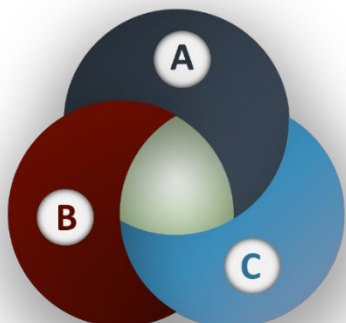


Employee Development ABC's Model

Manager Planning Worksheet



Aspiration: Employee's desires and passions for their next role are clear to them and the organization

Business Needs: Business must have a need for the role that the employee aspires to occupy

Competence: When the need arises, the employee must be ready and competent to assume the role

Employee's Name

ASPIRATION

1. What are the employee's interests and values? What roles or projects does the employee seem to enjoy? _____

2. What seems to motivate this employee? (increased contribution and/or responsibility, pay & compensation, exposure to different roles, social recognition, high visibility projects, etc.)

BUSINESS NEEDS

3. What needs exist within the group/organization that would enable this employee advance?

4. If no advancement opportunities exist, are there other options based on the company's needs? (other responsibilities, lateral moves, etc.) _____

COMPETENCE

5. What are the employee's top three skills? _____
6. What two/three skills does the employee need to learn to grow in the current job, advance to the next one, or seek a new role? _____