

# ***INDIVIDUAL DEVELOPMENT REPORT***

For

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**Head**



**Widgets Pvt Ltd**

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Report Prepared



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**NOTE:** The contents of this report are confidential and for the consumption of the participant, the HR and his/her reporting manager.

## 1. Introduction to the Report

Widget Development Need Academy (WDNA) is a unique initiative which was launched to help senior management personnel at Widget Seeds to identify their development requirements for present and future job roles. The assessment and the consequent development road map was envisaged for both the managerial & behavioral and functional competencies. A total of eleven competencies (6 in the managerial & behavioral areas, and 5 in the functional areas) were identified as a part of this development initiative. For the purpose of assessing, and generating a comprehensive and holistic picture of the individual in all these competencies, multiple instruments and methods were used, which included

- Multi Rater feedback (360 Deg. Feedback)
- Inbasket Exercises

[REDACTED]

[REDACTED]

- Case analysis
- Expert Panel Interview

This Individual Development Report is a summary of the results of various assessment methods and processes mentioned above, along with a development road map/indicators. The participant is requested to note that the primary purpose of the process (wDNA) and this report is to help him/her in the development process and hence it is possible that the assessment at times could have been done on the 'lower side', thereby providing an opportunity for improvement.



## 2. Competency Assessment Summary


Following is the summary of the assessment, based on the various tests and methods mentioned in the earlier section. Please note that the assessor remarks and comments are based on summary of the various methods used.

Competency	Definition	Assessed Level	Assessors Comments & Remarks
<b>Managerial &amp; Behavioral Competencies</b>			
<b>Strategic Thinking</b>	This competency may be defined as the ability to think in long term perspective, factoring in all relevant internal and external (market, economy) related information.	<b>L1-L2</b>	While the participant seems to have a good understanding of the Vision, mission, strategic goals of the organization and the way they are cascaded, there seems to be a need for better understanding of the way the markets work – external factors that drive the same.
<b>Leadership</b>	This competency may be defined as the ability to motivate, and guide employees and teams towards organizational goals and objectives	<b>L3</b>	The participant seems to have good leadership qualities – including being energetic, good communication skills to motivate others, and being a team players. He may however have to focus on enabling people see the bigger picture, and providing timely feedback to others
<b>Customer Focus</b>	This competency may be defined as that set of knowledge and skills required for Interacting with and understanding the needs of customer-internal & external so as to ensure (customer) delight	<b>L3</b>	Seems to have general tendency to appreciate, understand and empathize with customer issues and concerns and also build sustainable relationship with customers. He could focus on aspects pertaining to benchmarking customer practices with other organizations
<b>Communication</b>	This competency may be defined as the ability to express and also	<b>L1-L2</b>	While the participant has good oral communication, he may have to focus on critical aspects during a presentation so as to drive home a



	understand information, views, opinions and expressions, either written or unwritten, and make or help make meaningful interpretation of the same		point. Also, there may be a need to plan presentation to ensure that the allocated time is effectively used and that the core issue is driven-home. The participant may explore need for improving listening skills
<b>Functional Competencies</b>			
<b>Production</b>	This competency may be defined as that combination of knowledge and skills required from land identification to growth monitoring of identified widget categories per quality, productivity and other norms of the company.	<b>L3</b>	
		<b>L2-L3</b>	The participant has a reasonably good knowledge in the area of seed processing and the various methods and processes used therein.



			
<b>Quality Management</b>	This competency may be defined as combination of knowledge and skills required for developing, deploying, and maintaining quality practices to ensure 'best in the class' seed for the customers, while complying with national and international (quality & statutory) requirements	<b>L2</b>	The participant seems to have operational level of knowledge in the quality management process and seems to understand the various quality process, requirements, and methods (including ability to carry out a root cause analysis) across the seed value chain. He may however explore the possibility of understanding the best practices in other countries of the world (both from production as well as quality angle)
<b>Logistics Management</b>	This competency may be defined as combination of knowledge and skills required for movement of seeds across various points – PSP, HSP, PP (processing plants) to depots using appropriate mode of transport to meet cost, and delivery (market) requirements	<b>L2-L3</b>	Seems to have a good understanding of the various issues that need to be considered for effective dispatch and logistics planning.
<b>Cost Management</b>	This competency may be defined as the set of knowledge and skills pertaining to understanding and applying cost management principles and techniques to all aspects of SCM so as to enable organization gain a competitive Widgetge	<b>L3</b>	The participant has good understanding of the various costs, cost elements and drivers which impact the seed production process. Based on the feedback, he also seems to have a strong financial acumen and a understanding of the financial planning and cost processes.

### 3. Strength & Development Areas

The following are the strength and development areas

#### **Strengths**

01. Job Knowledge: Good knowledge in the area of seed production.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

#### **Development Areas**

01. Strategic Thinking: May require additional exposure to strategic thinking and to aspects which impact issues at a strategic level.
02. Presentation skills: Room for improvement in the area of presentations and presentation skills (would have to focus on the key aspects and prioritize the same to drive home the point, during critical presentations)
03. Time Management: Would have to manage time more effectively.
04. May have a to moderate his *perspective of self* (along the various competencies)

## 4. Development Road Map

The development road map is divided into two parts, one is the knowledge and the other is Skill (or experiential part)

### **Knowledge**


(1) To be decided by reporting manger along with HR

### **Skill**

***The participant and the organization may benefit from undertaking the following project.***

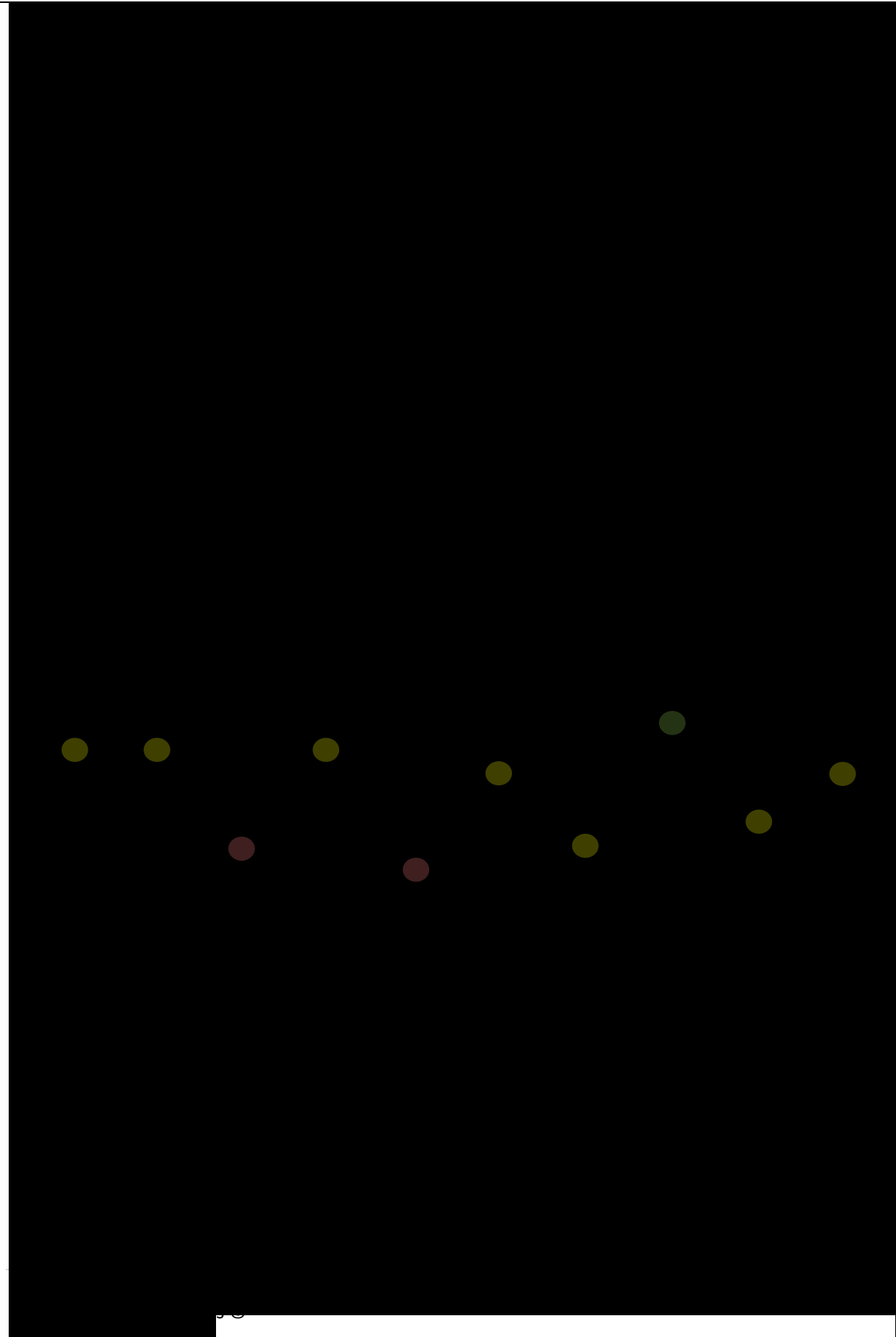
Map and understand the production operations in European and American farms, of different types of crops and explore the applicability of some/all of the practices in the Indian context. The project should appropriately factor the cost benefits vis-à-vis the benefits.

Time: To be determined by the reporting manager.





## 5. Analysis of Instruments/Exercises



<div>[REDACTED]</div> <div>[REDACTED]</div>
<div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div>

**Analysis & Interpretation**




*Least Dominant Role*

*Least Dominant Role is **Technical Expert (TE)***

<div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div> <div>[REDACTED]</div>
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## EXERCISE : In Basket Exercise

**About:** The in-basket exercise helps in the process of identifying an individual's approach to the process of planning, prioritization, time management and decision making.

S.No	Attribute	Scale		
		Low	Moderate	High
01	Prioritization			
02	Quality of Actionizing			
03	Time Management			

[REDACTED]

[REDACTED]

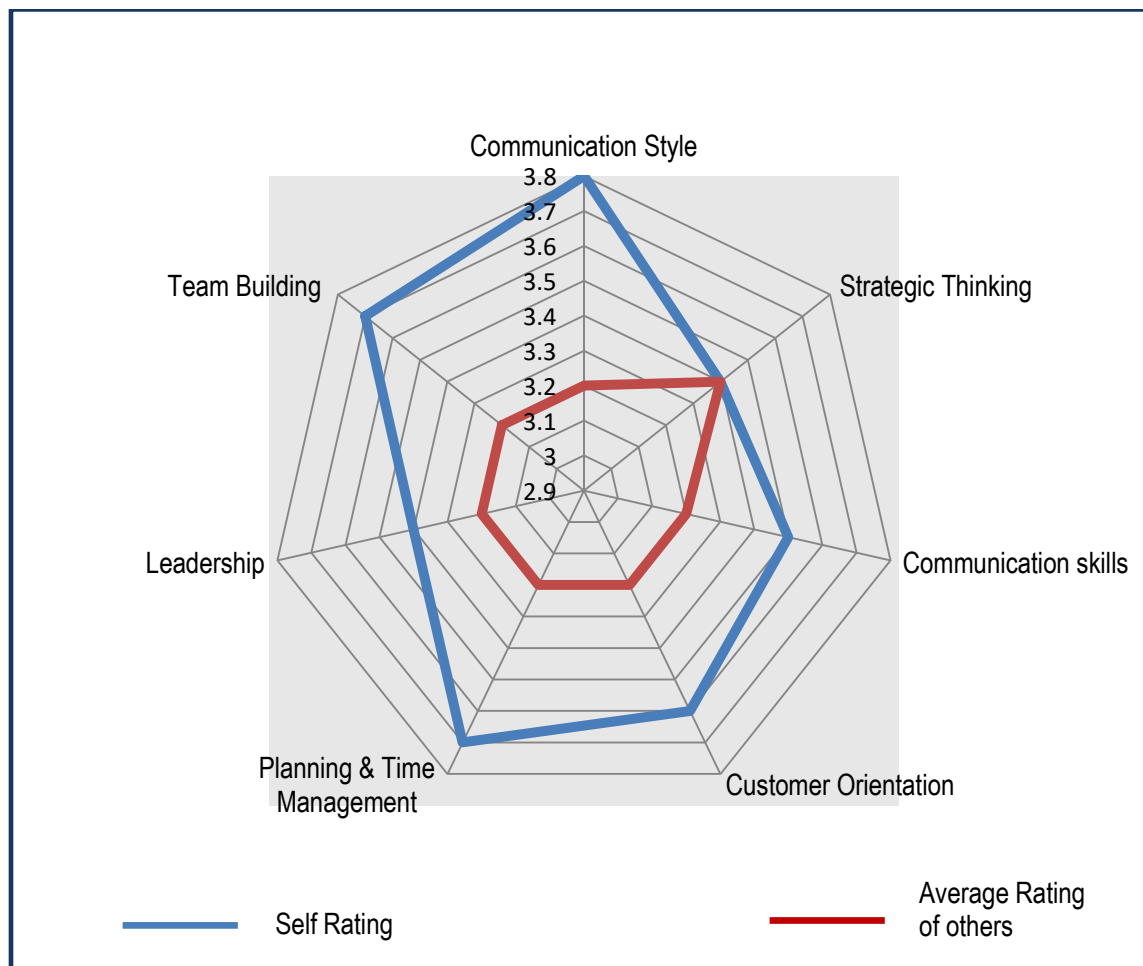
[REDACTED]

[REDACTED]

## EXERCISE : 360 Deg. Feedback

**About:** The 360 Deg. Multi rater feedback system is a method where in the individual gets feedback from various people within and even outside the organization (customers) on him/her along various preidentified parameters.

The following radar graph shows the comparison of the ratings given by yourself and that of others (average) on various identified competencies.





## NOTES