**Where do I want to be by the end of this period/year? What do I want to be doing? (Include as many learning needs as required to achieve agreed objectives)**

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| What do I want/need to learn?Provide a specific description of the desired changes (e.g. skills to gain, knowledge to acquire, topics/themes/content to cover) | What do I have to do to achieve this?Some examples, a new/ongoing course, conference, self-development (like wider research or reading), coaching/mentoring, job shadowing | What resources or support will I need?Some examples, teaching staff support, library support, student advisor support, line manager, etc. | How will I measure success?Some examples, appraisals, course assessments, team feedback, tutor feedback | Target dates for review and completionNote that these need to be realistic/achievable |
| Improve my academic and research skills | Start working as a part-time research assistant while studying for my PhD. | I will discuss this with my supervisor. | Acceptance of my role by the university. | Planning to start in March 2025. |
| Engage my profession (Finance) with Technology | Continue my PhD in Management Information Systems. | Teaching staff support, access to relevant literature and resources. | Ongoing feedback from tutor/supervisor. | Ongoing process |
| Complete my Essex Master's thesis | Begin writing in February with guidance and support from my supervisor. | Library resources and data sources (to be decided with my topic). | Thesis grade, feedback from my supervisor. | Planning completion by Fall 2025. |
| Improve Network | Attend the conferences and communities. | Registration from websites/LinkedIn. | Professional connections. | Attending at least 3 conferences within 2025. |