**SMITHS GROUP [Function/Department, Division]**

**Individual Development Plan (IDP)**

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| **Name: Ravikiran N** | | | **Job title: Lead Software Engineer** | | **Date 16 Jan. 23** |
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| **Career Goals (e.g. aspirations, future potential roles, areas of interest):** | | **Development purpose** | | **Timeframe (in years/months):** | **Mobility** |
| To become a lead architect responsible for designing and overseeing the development of complex software systems, involving leading a team of developers, collaborating with stakeholders to define project requirements, and making high-level design decisions that align with the company's overall technical strategy. | | *Technical Skills Development, Leadership Development* | | 1 year | *International* |
| **Overall areas of Strength** | | | **Overall areas of Development** | | |
| *Strong Technical Skills, Problem-Solving Skills, Strong analytical and program management Skills* | | | *Leadership Skills, Strategic thinking to identify opportunities to leverage technology* | | |
| **Development Priorities** | **Development Actions** | | | **Resources Required** | **Review Timeline** |
| *1. Apply for Summit*  *2. Architecture ownership - Licensing* | 1. *Make sure to spend time to fill up the application and apply for summit* 2. *Attend all technical discussions with respect to Incent and iCMORE.* 3. *Brainstorm for better solutions for easier integration in future.* 4. *Start owning technical and process documentation for licensing* 5. *Participate in strategic planning sessions within the team.* 6. *Take on strategic planning roles when the opportunity arises.* | | | *4 hours a week of quality time*  *No* | *1 month*  *1 year* |
| **Additional comments from manager or employee/ Adjustment to IDP, if any:** | | | | | |
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Types of Development Activities

Pick from this generic list of Development Activities, and customize the activities to help you build competencies towards your development goals. It is likely that the majority of development will be achieved through on-the-job and off-the-job experiences and exposure, rather than through formal education.

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| **Experience - Experiential Learning** | **Exposure - Social Learning** | **Education - Formal Learning** |
| **On-the-Job**   * Present to others (such as senior leaders) and answer questions * Work on a project with another function or work group * Write and present a proposal * Start a new project or initiative. Select a challenging project to stretch yourself * Sit in or take the lead for another team member at a project meeting * Fix or improve a process or practice * Offer to help resolve a conflict/disagreement between others * Participate in customer visits * Manage a negotiation * Plan a major business related event * Represent your team/group at an external event   **Off-the-Job**   * Be active in a professional organization * Lead a project for a volunteer organization * Serve on the board of a community organization * Lead an initiative/project for a school * Coach a sports team * Plan a community event | * Work with a mentor (internal or external) * Work with a coach (internal or external) * Take part in simulations and role plays that draw on realistic business scenarios and cases * Teach/train others on a skill you are looking to master * Conduct a benchmarking/best practice study (a professional association may be a good resource) * Observe/identify someone you work with who effectively demonstrates skills you wish to strengthen—then talk to them * Shadow another employee who will model select skills and behaviors you are interested in developing/strengthening * Conduct an analysis of a completed project or situation to assess opportunities for improvement. Create a “Lessons Learned” document or presentation * Lead a study or research group * Participate in collaborative learning, such as knowledge communities, online chat forums, Wikis | * Do self-paced learning to develop expertise. This may include on-demand learning resources, such as those available through the Ashridge site. * Read job-relevant books and articles, and discuss your key take-aways * Attend a training course (in-person; virtual; on-line) * Seek and obtain a technical certification |