



## Personal Development Plans for Individuals

The Personal Development Plan is an output of the Performance Management System. It provides alignment between the needs of the organisation and the need for individual development

### Issues

- Training is left to individual whim
- Development plans are not consistent with the current needs of the organisation
- Money is wasted on training that is not really required.

### Benefits

- More efficient use of resources
- Individuals are developed consistently to meet the needs of their role.
- Agreed plans can be monitored and followed through

## The product in action - a case study

### The Client

A security packaging company in the north west with an annual turnover of £5 million

### The Need

A new work management, invoicing and stock control computer system was to be installed. This would result in the entire workforce having to interact with the system. Some individuals had previously had nothing to do with computers.

### What we did

Chris Lloyd designed a step-by-step approach to training, so that the individuals were comfortable with the pace of learning, and that the production demands prior to the installation of the new system were matched.

Individual development plans were produced to take account of the requirements of their roles and their security access level.

**Consultant(s):** Chris Lloyd

### How the client benefited

The new system went live with relatively little fuss. Within a week no additional support was needed from the computer software provider.

The company is now able to monitor cash flow predictions more accurately.

Individuals can make inputs to the system to help keep track of progress of a number of projects.

Individuals can now order new stock directly with the supplier.

The training has been made part of a development track for individuals joining the company to become competent in the role.

**Contact Us • Call us on: 01606 854813 • email us at [enquiries@jestmanagement.co.uk](mailto:enquiries@jestmanagement.co.uk)**

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Small Brook • Ivy Farm • Station Road • Crowton • Northwich • Cheshire • CW8 2RQ

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