

# Individualized Development Plan Framework

The generation of an individualized development plan (IDP) should follow a thorough assessment of one's strengths and weaknesses (ideally grounded in data from a 360 degree review) and be augmented by professional development resources (e.g., readings, support from an executive coach, conference/workshop participation). By the end of the first 5-6 months in a new role, the CAO should build a plan around 3-4 goals that represent the highest priorities for leading change. A sample framework appears below:

**Goal 1:** \_\_\_\_\_

Specific Actions/Activities to be Taken	Supportive Resources (Readings, Professional Societies, Websites)	Metrics for Success	Milestones/Target Dates
1)			
2)			
3)			

**Goal 2:** \_\_\_\_\_

Specific Actions/Activities to be Taken	Supportive Resources (Readings, Professional Societies, Websites)	Metrics for Success	Milestones/Target Dates
1)			
2)			
3)			

**Goal 3:** \_\_\_\_\_

<b>Specific Actions/Activities to be Taken</b>	<b>Supportive Resources (Readings, Professional Societies, Websites)</b>	<b>Metrics for Success</b>	<b>Milestones/Target Dates</b>
1)			
2)			
3)			

**Goal 4:** \_\_\_\_\_

<b>Specific Actions/Activities to be Taken</b>	<b>Supportive Resources (Readings, Professional Societies, Websites)</b>	<b>Metrics for Success</b>	<b>Milestones/Target Dates</b>
1)			
2)			
3)			