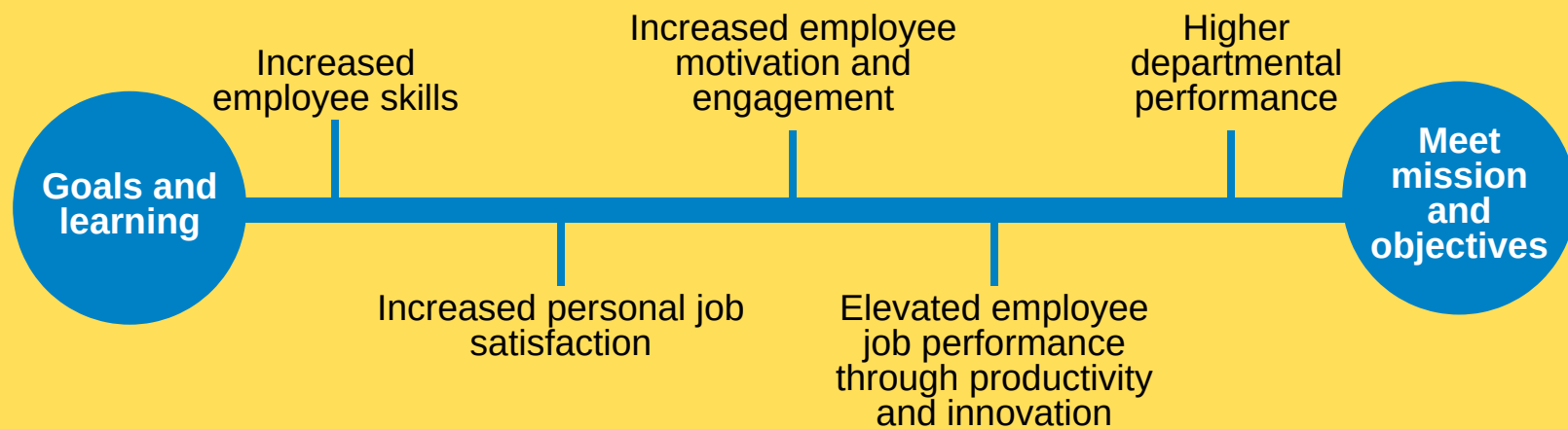


# Developing Your Employees

## IT'S IPDP SEASON!

INDIVIDUAL PROFESSIONAL DEVELOPMENT PLAN WORKSHOP (TD1152) 8/15/19 1:30PM-3:00PM



## ADDITIONAL BENEFITS

- Increased retention
- Potential fiscal opportunities
- Support of departmental workforce needs
- Succession planning

## HOW

- Establish trust and respect
- Delegate more and with purpose
- Provide honest feedback
- Job enrichment (additional responsibilities)
- Involvement in special projects, trainings, and conferences
- Suggest mentoring, job shadowing, and cross-training
- Require participation in professional organizations or JMU committees
- Make learning a part of your regular meetings
- Coach employees to think through and make their own decisions
- Ask your employee about their goals/strengths/weaknesses/special talents/what they enjoy doing



**“Don’t think about picking the most qualified person for the assignment. Instead, think about picking the right developmental assignment for the person.” - Dan McCarthy**