Background / Problem Statement
There is not a consistent personnel development process leading to lack of leadership development, less employee engagement because they cannot see their future, and lack of integration. It is an opportunity to expand awareness of values and evolve the culture. The lack of process results in lack of deep succession, more rework, retention issues, safety issues and compromised progress toward success.

Mission of the Activity
In order to achieve mission, vision and values develop and institutionalize a set of activities and processes to enhance future leadership planning, succession, employee alignment, and engagement.

Specific Goals / Objectives
First year possibilities:
1. Establish a meaningful evaluation process.
2. Identify competency profiles for all PDQs
3. Develop a process to identify what individuals want to do and the specific position requirements, now and into the future.
4. Deliver required workshops to get all employees oriented to the College, i.e. personal relationship skills, values, overall orientation
5. Identify skills and knowledge gaps and targeted skills and knowledge for all employees.

Resources Required
Funds from departments and college office to provide training and other professional development to employees.

Timeline
TBD

Strategy It Aligns With
C-3 - Build and support a culture of personal & professional development.

What Measures Will You Use: baseline, progress, outcomes
Metrics Ideas:
1. Employee engagement survey
2. Annual review audits, discussions or PDI plan w/employee
3. Turnover (with reasons)
4. Metrics based on exit interviews

Sponsor/Owner
Gregg Dean, Department Head, Microbiology, Immunology & Pathology (DMIP)

Project Leader / Manager

Facilitator (if there is one)
N/A

Team Members