

Team Member's Development Plan

Examine how the team member rates against target competencies, using the SCOR categories as a guide.

List the competencies which need further development, and then with the Team Leader identify a course of training or coaching which will demonstrate an improveLevel 4 of competency.

After the team member and his/her team leader complete this step, consider integrating this performance plan in the formal performance planning documentation for the team member.

SCOR Target Role/Competencies

	Current	Target	SCOR Lead	SCOR Modeler	SCOR Team	SCOR Analyst
SCOR	<select one>	<select one>	Level 1 Mastery of content and application	Level 3 User-Level in Processes and content, light application	Level 4 Familiar with SCOR and processes and content	Level 1 Expert in content and applicaton Analyst: SCM Experience
Tools	<select one>	<select one>	Level 4 Familiar with Provision and can guide interpretations	Level 1 Expert in Provision, all modules, and simulation	Level 3 Somewhat Familiar with Provision, can cut/paste Provision output	Level 4 None - relies on team for Provision skillset
Program Management	<select one>	<select one>	Level 1 Can design, staff, and govern programs, excellent leadership	Level 4 Familiar with program management concepts, teamwork	Level 2 Project management skills, operational management, reporting, meeting set-up, review	Level 3 Can design projects for implementation of opportunities
Communication	<select one>	<select one>	Level 1 Excellent facilitation skills, final management reporting and ongoing project control, stakeholder management	Level 3 Can produce reporting information clearly and concisely	Level 2 Project management, working with SME's in workshops, and final output documents	Level 3 Written and presentational reporting on opportunities to program teams

Development Plan Objectives: Identify the coaching mentoring activities to push the team member to the next level					
Development Need <i>What is the key gap or needed competency level?</i>	Development Activities <i>What coaching/mentoring or training activities will be pursued to bridge the gap?</i>	Desired Results <i>What is the targeteLevel 4 of improvement?</i>	Involved? <i>Who must support this development?</i>	Due By <i>Target Time</i>	Results <i>Are you there?</i>
					<input type="checkbox"/> Y <input type="checkbox"/> N
					<input type="checkbox"/> Y <input type="checkbox"/> N
					<input type="checkbox"/> Y <input type="checkbox"/> N