**Co-authoring a Plan to Achieve University Strategic Initiatives and Employee Development**

As a tool to facilitate fulfillment of Samford University’s strategic plan and to assist with employee professional development and career growth, employees and managers will collaborate to align professional goals toward achievement of the university’s strategic plan, with a focus of one year and considering some initiatives may require small accomplishments over the next five years. To support those goals in the near term, they also create an individual development plan for the coming year. The individual development plan should correspond to existing functional responsibilities, be revisited semi-annually and regularly updated during check-ins on progress throughout the year.

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| Professional Goals Aligned with Strategic Plan | How will we define Success? |
| 1. *Strategic Plan - Ensure consistent, inclusive, and transparent employee communication and processes across the institution.* Professional Goal - |  |
| 1. *Strategic Plan - Enhance sense of calling and vocation in the work environment.* Professional Goal - |  |
| 1. *Strategic Plan - Offer competitive compensation and benefits in order to hire and retain a quality workforce.* Professional Goal - |  |
| 1. *Strategic Plan - Provide positive and rewarding work experiences for employees.* Professional Goal - |  |

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| **Personal Development Objectives** | **Actions** | **Timeline** | **Resources/ Support** | **Metrics** |
| *What are the two or three areas of development you want to focus on in the next 12 months?* | *For each stated development objective, which specific actions can you take that will help you achieve your goal?* | *What is your timeline for completing each action?* | *What training, mentoring, or tools will help you to achieve this action?* | *For each of the actions outlined, what will be the standard for measuring success?* |
| **#1** |  |  |  |  |
| **#2** |  |  |  |  |

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| Date | Action Item(s) Referenced | Progress Notes |
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