**MANAGING AGILE ORGANISATIONS AND PEOPLE**

**Learning Outcome 4: ACTIVITY 8**

**SMALL GROUP ACTIVITY**

## **Reviewing goals and outcomes**

**Consider the following situation:**

Following launch of the revised Performance Review scheme, staff at the Town Bank are encouraged to identify their own personal and professional development needs and to draft objectives for review at their individual meetings. The Banking Hall Supervisor drafts the following PDP for himself (note at this stage he has simply shown his development objectives and given thought to the outcomes):

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Development aim/Objective** | **Specific actions to be taken** | **Resources and support needed** | **Outcomes (success criteria)** | **Target dates** |
| Develop self-awareness |  |  | Fewer complaints from customers about my brusque style |  |
| Develop relationships with other departments |  |  | Able to carry out duties in other departments if needed |  |
| Delegate more |  |  | Reduce the number of hours I find myself working |  |
| Learn how to present the use of the mobile banking app |  |  | I can answer questions and am seen as a local expert |  |
| Achieve membership of the national banking institute |  |  | Membership achieved |  |

Working as a group:

* Review the draft PDP.
* What advice would you give to develop these objectives?

You have approximately 15 minutes for your discussion.