

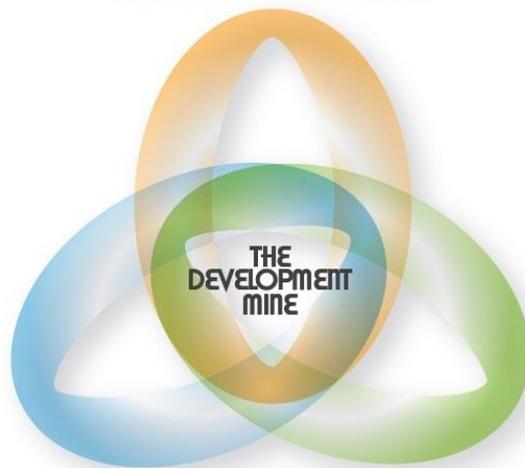
OVERVIEW

In your company, do you wish you could

- Make development “real” and not just something people think happens on courses or is the responsibility of HR?
- Stretch your development dollar so everyone can benefit, not just a limited few?
- Give people something that helps them to know what to actually do, rather than just theory and rhetoric?

THE SOLUTION IS EASY -

BUILD A DEVELOPMENT MINE



A Development Mine is a web based tool that gives your people access to practical development suggestions and ideas. It can be customised to your own organisational competency model or you can put your company brand on a generic Development Mine.

KEY PRINCIPLES

- Development is about the day-to-day
- Great people make a great difference
- The richest development opportunities are within a job

YOUR MANAGERS WILL BENEFIT BY:

- Having a framework and questions to make a development discussions meaningful and employee focused
- Having access to ideas on how to support someone to play to their strengths
- Gaining ideas to help coach someone rather than thinking development can't happen as there are no courses or funding available

ALL YOUR EMPLOYEES WILL BENEFIT BY:

- Being able to own their own development, regardless of budget restraint or manager capability
- Identifying their strengths and then contributing fully to development discussions
- Recording development efforts over time and reviewing progress

And therefore, your entire organisation will benefit as the capability of employees increases and lifts organisational performance.

HOW IT WORKS

Once a Development Mine has been created for your organisation, you are able to make your own unique link available to employees via your intranet or relevant development site. Your people then register to access the Mine which creates their own personalised development section. Once registered they can look for development suggestions and ideas in each of your competency areas and select relevant ideas. They then use these ideas to build a Development Directory, make individual notes and track activity via a Development Journal.

It's like having the best practical ideas from lots of books all stored in the same easy to access place. You can also add in your organisation specific ideas and ensure it includes suggestions that actually work.

In addition, there are **Tips and Ideas** on how to make development discussions meaningful and a **Strengths Survey** that generates a guide to the best places to focus development efforts.

If you are interested in learning more about how a Development Mine can help your organisation, contact:

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