



## Why *focus* Development Planning?

*Current and Career Development Planning are no longer "nice-to-have" benefit programs. High performing companies know that employee development programs serve two critical goals:*

- *They create competitive advantage by providing better qualified employees.*
- *They are one of the most reliable employee retention techniques, especially for hard to recruit and retain professional employees.*

*focus* current development gives employees and managers all the tools to carry out high impact, cost effective development. Employees may use input from their job description, performance goals and career goals to identify development priorities and create individual development plans.

After selecting their development priorities, users access the integrated Development Resource Guide (DRG) to find training that addresses their needs ranging from traditional classroom to web-based or on the job training. The DRG also provides other training resources such as books, tapes, e-learning, internal experts, and blended solutions.

*focus* ably assists employees with their long-term Career Development decisions. Employees can search for a job in the company that matches their skills and/or their personal preferences. They can generate a personal development priorities report for any job in the company that interests them.

## *focus* Current & Career Development Planning Features and Benefits

- **Powerful:** Allows employees to "pull-in" development priority data from a variety of sources, and then choose where to *focus*.
- **Comprehensive and Flexible:** Development plans can be complete or brief. Users have the option to enter action steps, measures, required resources, and progress notes.
- **Results-based:** *focus* always reminds employees that development is related to goals. *focus* helps employees make and remember these links.
- **Training Transfer:** One of the best ways to ensure the value of training is to review and re-evaluate goals before and after the development event. *focus* facilitates this process.
- **Development Resource Guide (DRG):** Ensures appropriate training selection and reduces time to find it. Data includes extra features like evaluations, testimonials, and accomplishments of previous users.

## Typical Steps to Implement Current & Career Development Planning

1. Initiate current or future Career Development Planning as part of Performance Planning or separately.
2. Complete Development Plan and begin development activities.
3. Measure progress.
4. Based on current priorities, create new development plan.

*Bring the power of **focus** to your organization.*

*Contact us to explore a customized solution.*



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