

MTD Quick Tips

Development Plan Alternatives

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In this edition of Management Training Quick Tips I am going to cover a subject that is close to many of our hearts! .....the Development Plan!

Yes, we have set our objectives and now it is time to put together a development plan of the activities and skills that we need to improve upon and how we can achieve them throughout the next review period.....and that's when a lot of our minds go blank!

Sure we know what skills we need help on and what we need to improve but HOW is the question!

Many managers just think that by placing you on a course that it will do the trick - believe me I have seen many people attend our public open courses who were "TOLD" that they needed to attend by their manager!

Whilst training is my livelihood and it keeps my wife in GUCCI and PRADA (she wishes! well, ok, Marks and Spencer's and Next then!) there are other ways to help your development.

Training is an excellent vehicle to learn new skills in a safe environment, there is simply no other activity to match it - but I would say that wouldn't I!

But what I am saying is that attending a training course is not the be all and end all of your development.

Next time when you are putting your development plan together, sure, include training courses in there but also think of some of these development activities that you could include as well:

- Coaching (internal and external)
- CD Roms
- Computer Based Training (CBT)
- Role Plays
- Observation
- Simulations
- Feedback from others
- Shadowing
- Mentoring from others at least 2 positions higher than you are
- Books
- Action Learning Sets
- Questionnaires
- Leadership/Management development programmes
- Taking on roles within your team
- Taking some of your managers work on
- Team building days
- Cross training
- Multi skilling
- Job rotation
- Job swapping

Like always if you want to ask me any questions or need any help please do not hesitate to drop me an email - I am happy to help.

To your success,

Sean

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About Sean McPheat



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Founder and MD of international management development firm MTD Training, Sean McPheat is widely regarded as a leading authority on modern day management and leadership.

Sean is a bestselling author, and has been recognised for his own business building skills through the **British Business Awards** and has been featured in the **Who's Who Of Britain's Business Elite**.

He has been a regular judge for the UK's Young Enterprise Programme but was not as horrible as Simon Cowell (well almost!)



Sean has been featured on **CNN International, the BBC, SKY, ITV, The Guardian, Forbes, Arena Magazine, Marketing Weekly, Business Zone, Winning Edge** and radio stations such as BBC WM and LBC (London's Big Conversation).

Sean has over **250 media credits** to his name and his weekly email tips go out to over **60,000 people** interested in management and development strategies.

Sean is also a **much sought after media figure and motivational speaker** on all topics related to management, HR, business improvement and entrepreneurialism.