Individual Development Plan

What is an individual development plan?

Employee development is a shared responsibility between management and each individual employee.

The responsibility of management is to provide the right resources and an environment that supports the growth and development needs of the individual employee.

A well-thought-out plan provides your employees with opportunities and clear direction on how to increase their skills and advance their careers within NTPC or beyond.

On the job experiences, formal classroom learning, job shadowing, special projects and mentorship are all effective methods of employee development.

An individual development plan is based upon the needs of the employee, the position and the organization. A good individual development plan will be interesting, achievable, practical and realistic. It is implemented with the approval of the employee's supervisor.

A few things to remember:

- **Employee development is essential for extracting the best out of our employees.**
- **Employee development is important for employees to enhance their skills, upgrade their existing knowledge and perform better.**
- **Employee development creates a learning culture in the organization where every employee is motivated to learn new skills**

Employee training is vital for retention and motivation and is often cited as an influential factor for new employees when choosing a job.