

Development area	Goals	Action steps	Opportunities	Timeframe	Review date	Evaluation (Self/Peer)
Leadership	Build credibility as an effective leader	Work internally to increase visibility as a leader	Present at departmental meetings	Monthly meetings	January 2018	Has become more visible and confident as a leader. Has a mentor and has joined RCPA Advisory Committee. Could benefit from attending presentation skills workshop.
		Build personal resilience	Find a mentor	By March 2017		
		Develop confidence presenting at external meetings	Seek involvement in an RCPA committee	Seek nomination in November		
	Enhance ability to guide and inspire trainees	Refresh knowledge of supervisor requirements	Read supervisor manual	February 2017	January 2018	Participated in supervisor training. Is well-respected by trainees who are themselves showing strong development as professionals.
			Contact Education Advisor to arrange training	Contact now to arrange workshop in April 2017		
		Develop skills in teaching and giving effective feedback	Do RCPA online module	March 2017		
			Ask for feedback from trainees to identify areas for improvement	Now (February 2017)		
	Acquire skills in strategic planning	Build understanding of methods and tools	Attend RCPA Management Course	September 2017	January 2018	Attended RCPA Management Course Has identified methods and solutions which could now be shared with other team members
		Find software solutions to assist with planning	Internet search and read reviews	September 2017, following course		