

Developmental Moves Route Planner

Use this route planner to prompt a broad range of ideas for supporting the development of your direct reports.

Name a specific individual on your team. Describe a development goal of theirs that you want to support.



Use the *Quick Guide to Developing People* to generate a list of potential moves for this context.

Select three to five specific moves you can make to facilitate this employee's development trajectory. Start with a specific move to clarify if not already quite clear. Go beyond listing the move; think about how to play out the details in your context given the person's needs and disposition. To make your plan more concrete, assign each move a timeframe, which could be a specific deadline date, a pattern (e.g. every Friday), and/or time required to complete.

| Developmental Move | Time Frame Notes |
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