

Exsys Case Study

Individual Development Plan Advisor

Human Technology, Inc.



An individual development plan (IDP) is a formal statement of short and long-range employee career goals and the developmental objectives to reach those goals. It specifies the combination of developmental assignments, classroom training and other learning activities planned to enhance job-related knowledge and skills.

The IDP Goal Advisor is a knowledge automation system, which assists the supervisor in deciding the goal(s) for development planning. The system has two stages. Stage 1 produces possible goal(s) for:

- ◆ Development planning
- ◆ The need for performance improvement planning
- ◆ Where to begin solving the problem
- ◆ The need for retraining
- ◆ Career goals
- ◆ The relevance of a selected training program

The system coaches the user through consideration of each issue building a cumulative understanding of the most appropriate focus for development planning. The system then produces a summary of the recommendations.

The second stage evaluates the goals from the perspectives of organizational policy, resources and the ability of the employee to succeed. This includes consideration of organizational policy on proposed development goals or the mix of development goals, and the availability of funding to support pursuance of those goals.

