

## MEMBERS' PERSONAL DEVELOPMENT PLAN

Please complete this pro forma and bring it to the meeting. This form is confidential to you and the person who is conducting your Review, except for the final sheet which will be used by Member Support and Development Officers.

**Name:** 
                         
 **Name of Reviewer:**

**1. What are my current roles and responsibilities?** (e.g. cabinet, overview and scrutiny member, chair, member of a statutory committee such as planning, licensing etc. In the community, ward member community leader)

1	
2	
3	
4	
5	

**2. What specific tasks do I need to achieve this year?**

	What do I plan to do?	By when?
1		
2		
3		

4		
5		

**3. What do I need to know about and be able to do to undertake my roles effectively?** (Your role description and person specification may help you here)

**4. What aspects of my role am I confident in?**

**5. Where am I less confident?**

**6. What might prevent me from undertaking my role effectively? (consider any personal, organisational or political issues which might be a barrier to success)**

<b>Areas that I would like to develop are:</b>	<b>Preferred method of development</b> (e.g. visits to other authorities, peer networking, practical workshops, e learning etc.)
Skills (e.g. meeting management, questioning techniques, media interviews, public speaking, chairing)	
Knowledge (e.g. the code of conduct, equalities, the planning process, local policy etc.)	

**Learning and Development Plan for this year. (This will be used to create development plans and training programmes)**

<b>Area for Development</b>	<b>How</b>	<b>Priority</b>
<i>example How to Chair scrutiny meetings effectively</i>	<i>Observation of external meetings Workshop on Chairing Skills Authority guidance for Scrutiny chairs</i>	1
<i>example Understanding of the planning system to answer constituents enquiries</i>	<i>Introduction to planning workshop Meeting with planning officers on specific issues</i>	3
<i>example Local Government Finance, how do I contribute to the budget setting process?</i>	<i>Induction workshop in finance Discussions with Finance officers Mentoring from Cabinet member for Finance and Resources</i>	2

**Members signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Reviewers signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_