

DEVELOPING STRENGTHS-BASED PROJECT TEAMS
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PROFESSIONAL DEVELOPMENT PLAN TEMPLATE

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CATEGORY	ORGANIZATIONAL KNOWLEDGE	FUNCTIONAL SKILLS	PROJECT MANAGEMENT	STRENGTHS DEVELOPMENT
Short-Term Goals (1 to 6 months)	<p>Read the company's strategic plan.</p> <p>Conduct informational interviews with each Business Unit manager and learn more about their talents & strengths, and current projects.</p>	<p>Attend a class on corporate finance analysis and budgeting.</p> <p>Hold monthly meetings with my functional manager and discuss how I can use my talents & strengths in my role.</p>	<p>Join a project management professional Association.</p> <p>Attend 2 project management workshops.</p>	<p>Share my knowledge about strengths-based teams with my project team.</p> <p>Engage weekly in strengths conversations with project team members.</p>
Mid-Term Goals (6 months to 1 year)	<p>Interview the company President.</p> <p>Take a class in strategic planning and financial forecasting.</p> <p>Reflect on & list how I have been using my talents & strengths in the organization.</p>	<p>Meet with company controller to grow knowledge of corporate finances.</p> <p>Study the company's annual report and financial statements.</p>	<p>Participate in at least 6 monthly meetings of the Association.</p> <p>Job-shadow a project manager for one week and observe how the PM puts their strengths "in motion."</p>	<p>Meet with at least 5 functional managers to discuss the value of a strengths-based project team culture.</p>
Long-Term Goals (Greater than 1 year)	<p>Observe a meeting of the company's Board of Directors.</p> <p>Apply to be a company representative from the Finance Department to the Board.</p>	<p>Lead a workshop for all project teams on connecting finance, strengths, and project management.</p>	<p>Volunteer for a board position of the Association.</p> <p>Obtain a project management certification.</p>	<p>Give a presentation at all-company meeting on creating & sustaining a strengths-based project team culture.</p>