

Transforming IDPs into Powerful Growth Tools

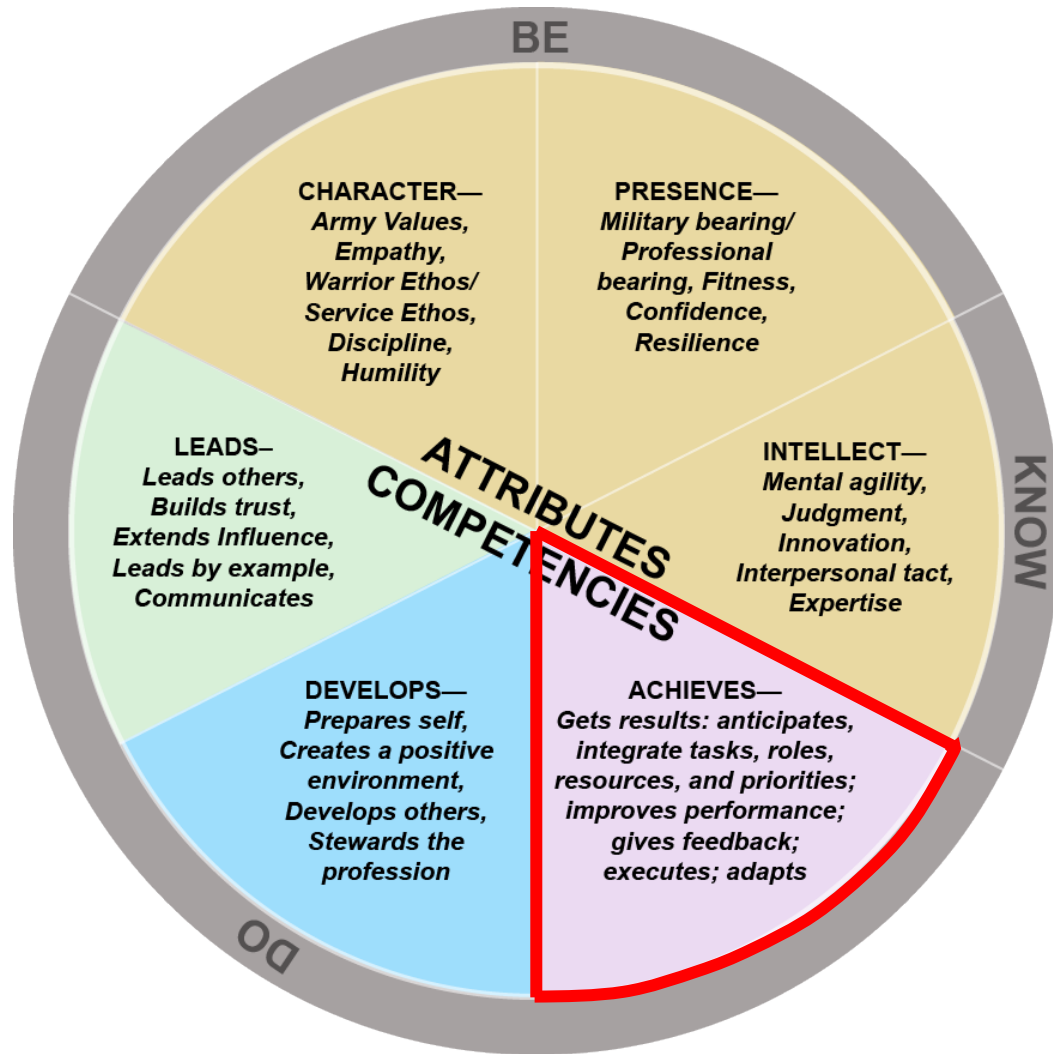
Leader Professional Development
United States Army
Center for Army Leadership



U.S. ARMY



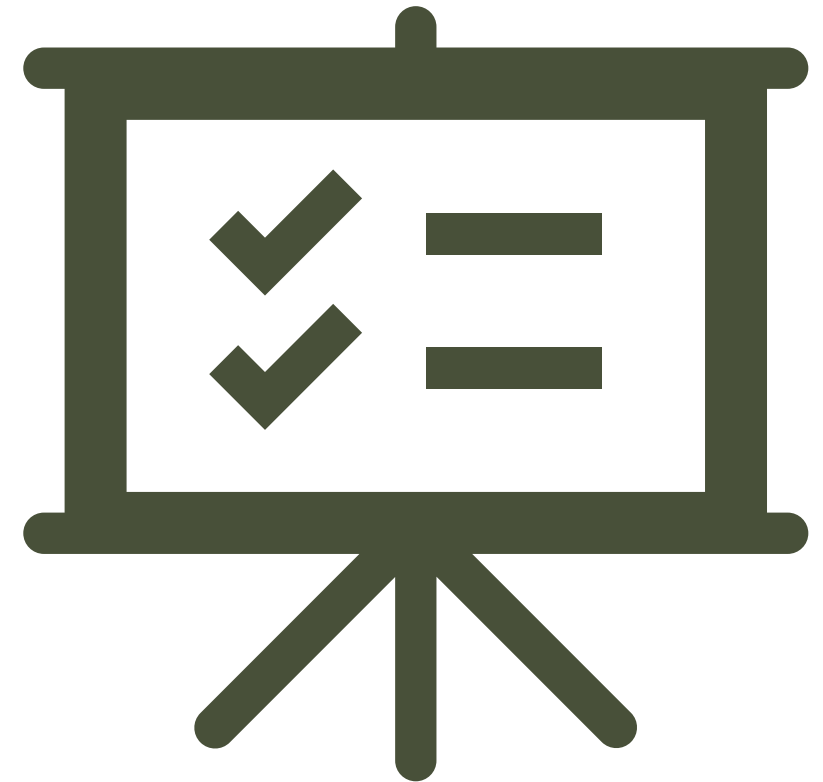
Army Leadership Requirements Model (LRM)



- This LPD session focuses on the following competency:
 - Gets results (Achieves)
- Learn more about the LRM by reviewing:
 - ADP 6-22
 - Describes what right looks like for all leaders
 - FM 6-22
 - Teaches you how to develop as a leader

Session Objectives

- Explain the benefits of Individual Development Plans (IDPs).
- Explain the role of leader support in subordinates' use of IDPs.
- Identify the elements of an effective IDP conversation.





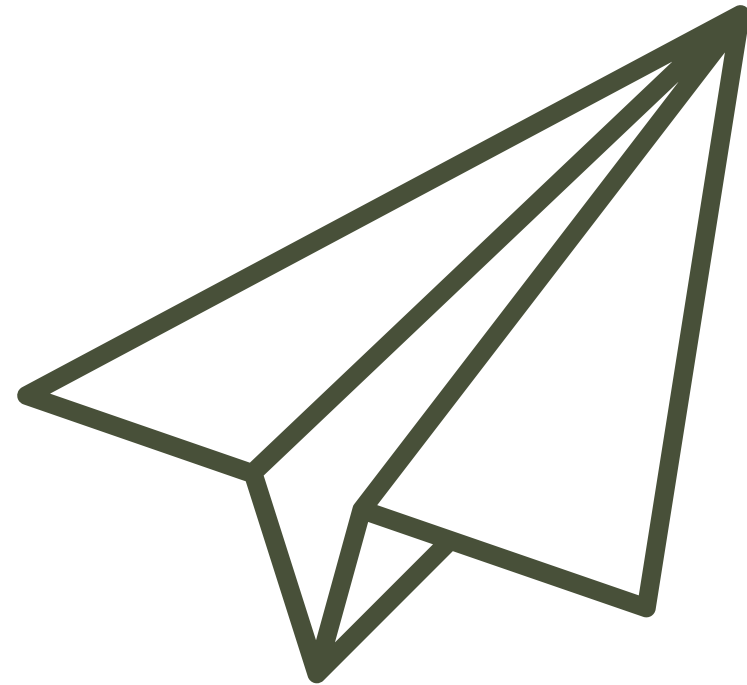
The Benefits of IDPs

What Is an IDP?

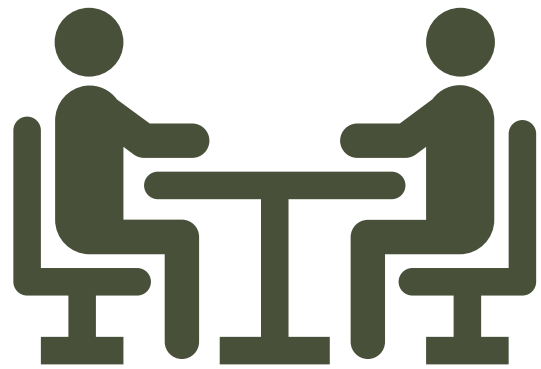
INDIVIDUAL DEVELOPMENT PLAN (IDP) For use of this form, see FM 6-22; the proponent agency is TRADOC.		
DATA REQUIRED BY THE PRIVACY ACT OF 1974		
AUTHORITY: 10 USC 3013, Secretary of the Army; AR 350-1, Army Training and Leader Development; AR 600-100, Army Profession and Leadership Policy; and AR 690-950, Career Program Management.		
PRINCIPAL PURPOSE: A leader development tool for Army military and civilian individuals to record their individual development plans. Allows civilian and military supervisors and mentors to monitor the individual's goals and provide developmental recommendations, notifications, and career advice.		
ROUTINE USES: There are no specific routine uses anticipated for this form.		
DISCLOSURE: Disclosure is voluntary.		
1. Leader's Name		2. Date
3. Short-Term Goals (Personal/Professional, 0-1 year)		4. Long-Term Goals (Personal/Professional, 1-4 years)
5. Self-Assessment: Physical Fitness: Self-Assessed Strengths: Self-Assessed Developmental Needs:	6. Cognitive: Critical Thinking: Communications (Reading, Writing, Verbal): Technical & Tactical Knowledge (Warfighting):	7. Leadership: Competencies: Self-Awareness:
8. Immediate Actions (Next 90 Days):		

IDPs and Development

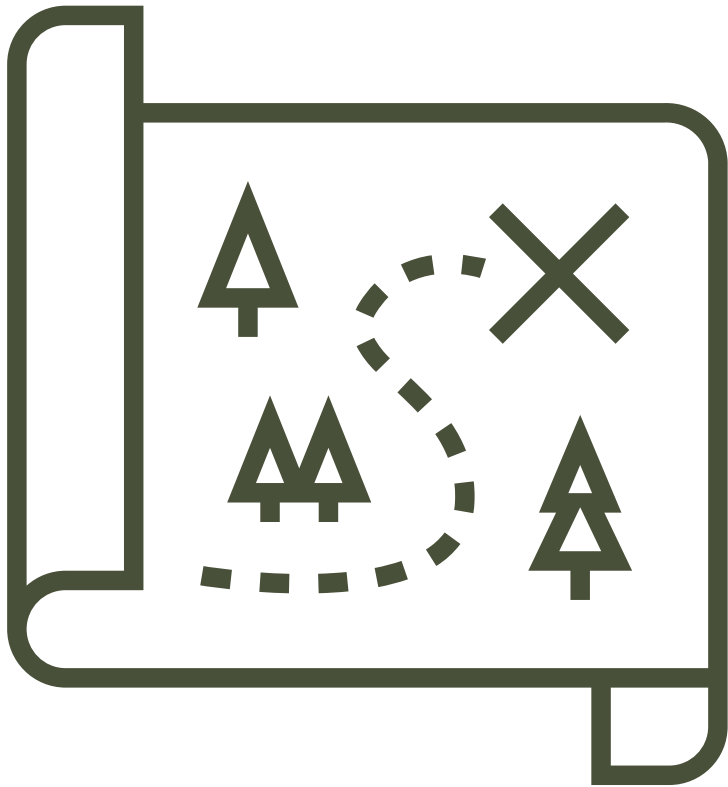
When you encourage the use of IDPs, it sends the message that you support your subordinates' growth and development.



IDPs as a Conversation Guide



Benefits of a Career Map



- Engagement
- Focus
- Accountability
- Job Satisfaction
- Retention

A Win-Win Strategy



IDPs benefit both the Soldier and the organization.

Discussion



Revisiting the scenario from the beginning of this session, how would you change your answer to the subordinate?



The Role of Leader Support in the IDP Process


IDP Messaging

Email #1

File Message Help


Delete Report Respond Share to Teams All Apps Quick Steps Move Tags Editing Immersive Translate Language

Do your IDPs ASAP

 Thompson, Sarah
To Alpha Company <alphacompany@army.mil> 6:55 PM

It's that time again for quarterly performance counselings so you need to get your IDPs updated and submitted by 31 DEC at 1700.

V/r,
CPT Sarah Thompson
Company Commander, Alpha Company
U.S. Army
Sarah.thompson@army.mil




Email #2

File Message Help


Delete Report Respond Share to Teams All Apps Quick Steps Move Tags Editing Immersive Translate Language

Let's Talk about Your IDP

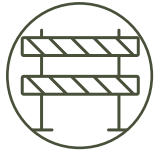
 Thompson, Sarah
To SSG James Miller <james.miller@army.mil> 3:27 PM

SSG Miller,
Quarterly counselings are coming up, and during our meeting, we'll be reviewing your IDP. Come prepared to discuss your goals and the direction you want to take in your career. I want to ensure we're aligned and that I'm doing everything I can to help you succeed. If you have any questions or need clarification before the meeting, reach out to me directly. Let's make this count.

V/r,
CPT Sarah Thompson
Company Commander, Alpha Company
U.S. Army
Sarah.thompson@army.mil



How Leaders Can Support IDP Use



Remove barriers.



Provide encouragement.



Provide guidance and feedback.



Provide resources and opportunities.



Advocate for career progression.



Protect time for development.

Creating a Climate to Support IDP Use



IDP Resources

Your handout contains resources you can use to help subordinates fill out their IDPs.

- Checklists
- References
- Potential developmental activities
- Goal-setting guidance

From Check-the-Block to Breakthroughs: Transforming IDPs into Powerful Growth Tools

Handout

IDP Leader Resource Handout

This handout provides valuable resources to support your preparation for facilitating an Individual Development Plan (IDP) conversation. It includes several checklists to guide you through the planning and facilitation stages of the meeting. Additionally, it contains resources for reference and for sharing with team members when planning developmental activities and establishing goals. In the tables below, you will find:

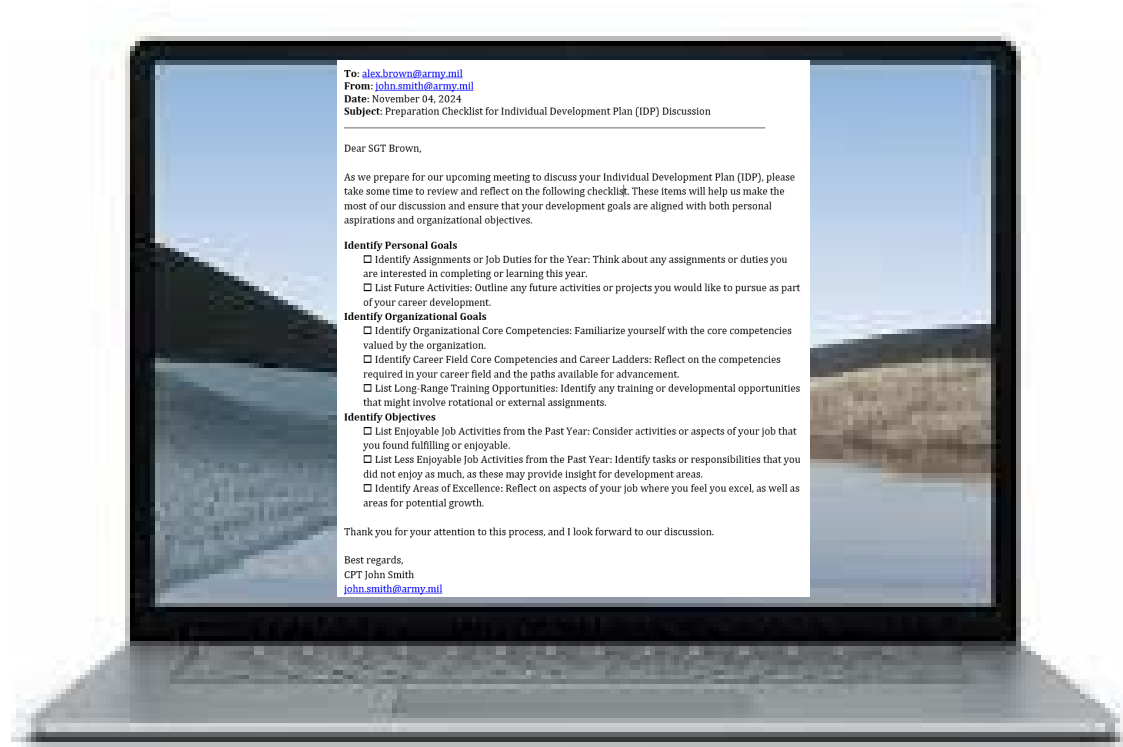
- A checklist to help you prepare for the IDP meeting.
- A checklist to guide your IDP conversation.
- A checklist to help your subordinate prepare for the IDP meeting.
- Resources you can refer to and recommend to subordinates.
- Potential developmental activities.
- Guidance on the creation of SMART goals.
- Additional helpful resources.

MANAGING YOUR IDP DISCUSSION

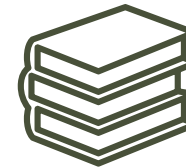
Meeting Preparation Checklist	<ul style="list-style-type: none"><input type="checkbox"/> Send an email to the subordinate ahead of the meeting to provide guidance on how they can prepare (see next section for a checklist that you can include in your email).<input type="checkbox"/> Brush up on developmental resources and opportunities (see lists below).<input type="checkbox"/> Review your own IDP to use as an example.
Conversation Checklist	<ul style="list-style-type: none"><input type="checkbox"/> Start with the "why." Discuss the value of the IDP as a developmental tool.<input type="checkbox"/> Review the IDP and discuss the following:<ul style="list-style-type: none">▪ Progress on Developmental Activities: Discuss the subordinate's progress on specific training, assignments, or skill-building activities that they have been working on.▪ Strengths and Areas for Improvement: Identify key strengths and areas where additional support, coaching, or experience may be beneficial.



Preparing for Your IDP Conversation



Send a checklist to your subordinate prior to the meeting.



Brush up on available developmental resources and opportunities.



Review your own IDP to use as an example in the conversation.



Discussion



Reflect on your own career or personal growth and share an experience where someone showed an interest in developing you as a Soldier, as an Army Professional, and/or as a person.

- What did that person do to support, guide, help, or inspire you?
- What impact did this have on you and your career?
- How could you apply what you learned from this person to develop your own subordinates?

The image shows two soldiers in military uniforms sitting at a table. The soldier on the right is bald and is holding a document. The soldier on the left has dark hair. They are both wearing olive green jackets with "U.S. ARMY" and "MCMEENIN" visible. The background is a plain wall with a black chair. A dark green semi-transparent banner is overlaid on the image, containing the text "Elements of an Effective IDP Conversation".

Elements of an Effective IDP Conversation

General Conversation Tips

Keep the Goal in Mind

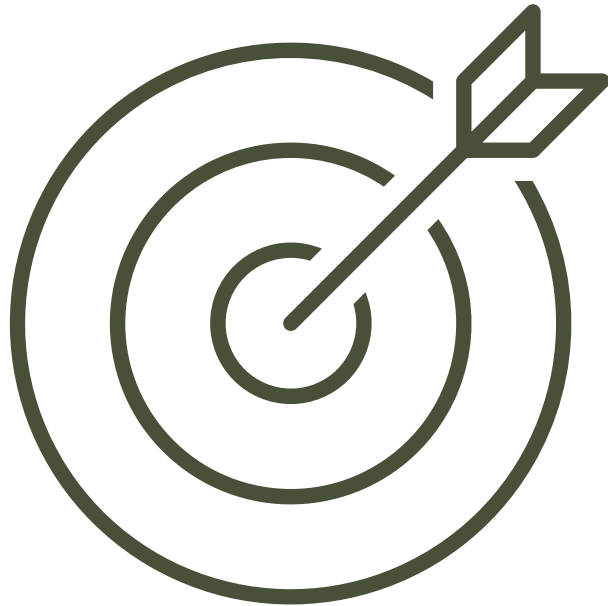
Support Autonomy

Elicit Change Talk

Ensure IDP is Personalized and Actionable



IDP Conversation: Start with the “Why”



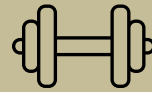
Understanding the purpose behind development creates clarity, motivation, and alignment.



IDP Conversation: Review the Plan



Progress on
Developmental
Activities



Strengths and Areas
for Improvement



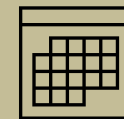
Alignment between
Career Path and Army
Needs



Resources and
Support Needed



Feedback and
Adjustments



Timeline and
Milestones

IDP Conversation: Put the Plan into Action



Add self-review sessions to calendar.

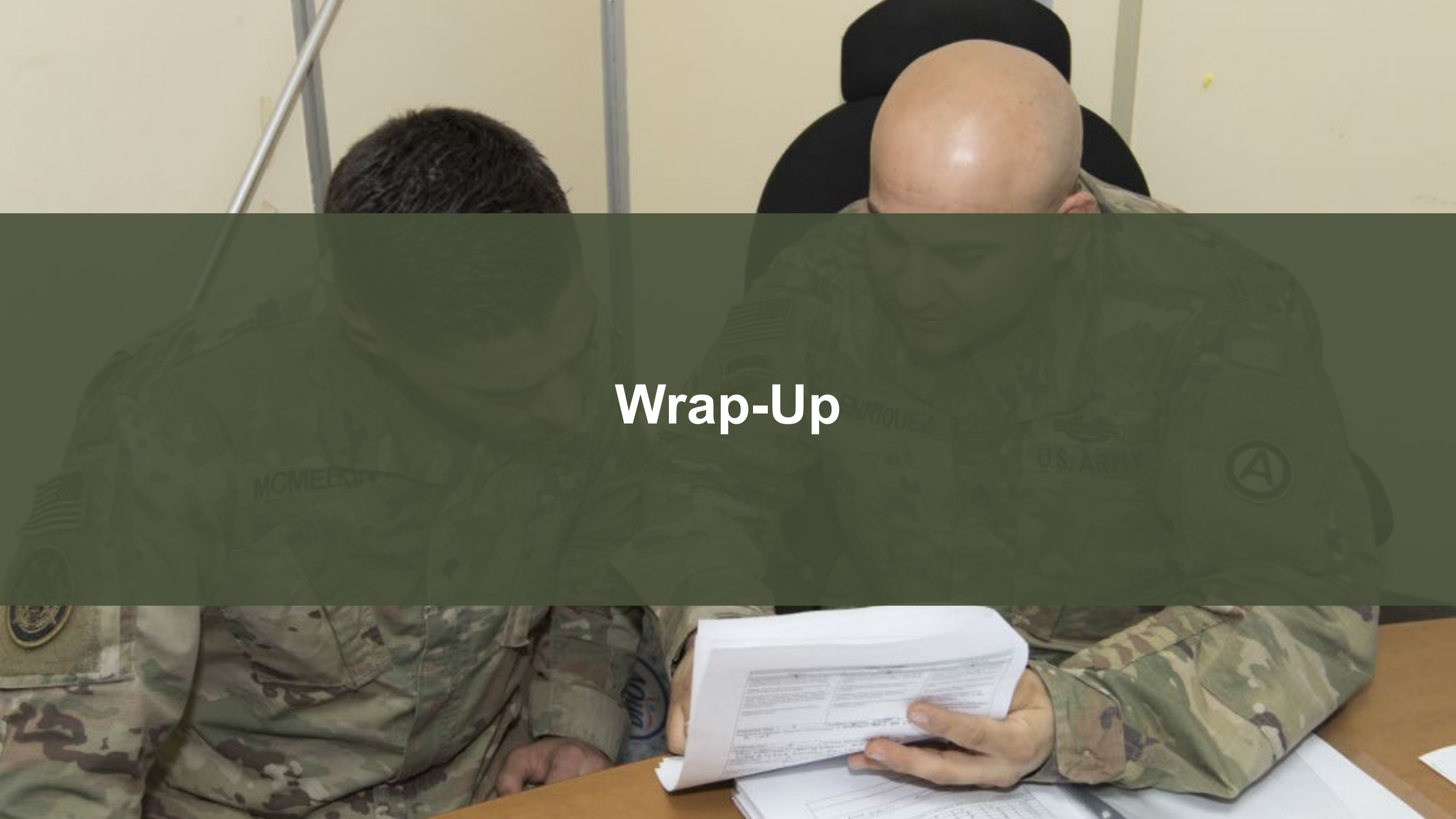


Find an accountability partner.



Print IDP and place it somewhere visible.





Wrap-Up

In Summary

“

If you are going to achieve excellence in big things, you develop the habit in little matters.

”

– *Colin Powell*

Want to Learn More?

<https://usacac.army.mil/CAL>



Doctrine

- ADP 6-22
 - *Page 6-8, Develops others*
 - *Page 7-1, Gets results*
- AR 600-100
 - Page 27
- ATP 6-22.1
 - Page 53-56



YouTube Video on IDP Process

<https://www.youtube.com/watch?v=an2CcxY9uEw>

“Developing Others Through Coaching” LPD Kit

<https://usacac.army.mil/CAL>

After Action Review

- Complete the AAR form in your Participant Packet and return it to the facilitator.
 - The form allows you to provide feedback about this session.
 - Your feedback will be used to improve future deliveries of this session.

Let's Connect

- On the web: usacac.army.mil/CAL
- On Facebook: [USArmyCAL](https://www.facebook.com/USArmyCAL)
- On Instagram: [@usarmycal](https://www.instagram.com/usarmycal)
- On X: [@USArmyCAL](https://twitter.com/USArmyCAL)
- On YouTube: [@USArmyCAL](https://www.youtube.com/@USArmyCAL)

