



## Leader Professional Development Kits

# Transforming IDPs into Powerful Growth Tools

### LPD Summary

This session will help leaders understand the value of Individual Development Plans (IDPs) and how to leverage them when developing subordinates.

### Learning Objectives

- Explain the benefits of an IDP.
- Explain the role of leader support in subordinates' use of IDPs.
- Identify the elements of an effective IPD conversation.

### Materials Recommended

- Facilitator Guide
- PowerPoint Slides
- Participant Packet
- PC Computer or Laptop
- Projector, screen, and A/V cables
- Markers and paper or white board

### Let's Connect!

- On the web: [usacac.army.mil/CAL](https://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)



**PREPARATION:**  
60 MIN

**DELIVERY:**  
45 MIN

**AUDIENCE:**  
O1-O3, E4-E6

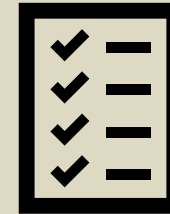


# Step-by-Step Instructions for Delivering This LPD Session



## 1. Schedule

- Schedule the LPD session.
- Reserve space and equipment.
- Coordinate support roles.



## 2. Prepare

- Study the Facilitator Guide and materials.
- Tailor the presentation for your unit as needed.
- Print out participant packets.



## 3. Deliver

- Prepare the room.
- Deliver the session using the Facilitator Guide, PPT slides, and handouts provided.



## 4. Group Discussion

- Ask tough questions.
- Discuss how information can be applied to your unit/team/organization.
- Determine what actions leaders will take to make improvements.