



TVRLS

Talent Management & Organisation
Development

CREATING INDIVIDUAL DEVELOPMENT PLANS (IDPs)



Action-Oriented Workshop by TVRLS

Weekend Virtual Program.

Batch 6 commences on July 25–26, 2026

How can organisations ensure that every employee has a clear learning agenda?

How does one ensure continuous learning and upgradation of competencies?

Should one focus more on strengths or on one's areas of improvement?

Which competencies are easy to change, and which require more effort?

What concrete actions can one take to prepare for potential roles that may emerge in the future?

How does one choose the most appropriate method to improve competencies?

Individual Development Plans (IDP) are the answer to all these questions. IDPs assist employees to become more self-aware and focus on their overall growth, keeping immediate as well as future needs in mind.

What is an IDP ?

- An IDP is a concise document that outlines the vision behind an employee's development goal and includes specific actions to capitalise on the employee's strengths and ways to work around the areas of improvement
- An IDP may be crafted out keeping the current role or likely future role in mind, or it could be a combination of both.
- It is finalized after a "Development Dialogue" between the employee and the manager
- A well-thought-out IDP can also help in career progression

INVESTMENTS

- Rs16,000 per + GST 18% or as applicable.
- The course fee for International participants is US\$ 300

Program Dates

Virtual Classroom (Zoom)

July 25 and 26

Saturday: 09.00 am to 01.00 pm (4 hours)

Sunday: 09.00 am to 12.00 PM (3 hours)

Program Objectives

1. Have a detailed understanding of the Competency based approach to development.

2. Appreciate the theory behind competencies that are easy to develop and those that need significant effort

3. Explore different ways to develop competencies

4. Help participants chart out specific development goals by identifying their strengths and areas of development through a development dialogue

5. Ensure that the Development goals are SMART and explore review mechanisms that are easy to implement

6. Facilitate this process for other employees in their organizations

This Program Has Been Specially Designed For

Line Managers, OD practitioners, HRD Professionals, HRD Managers and others from the internal OD, Training, Employee Engagement and Talent Management Teams

Participants who are from a non-consulting background and do not have easy access to in-depth knowledge of crafting out IDPs will benefit from this program

Program Structure

A total of four sessions covered across two Virtual Classrooms of 3-4 hours duration each.

SESSION 1

- Introduction to Competencies and Behaviour Indicators
- Methods of competency assessment (Performance Management Systems, Assessment Development Centres, 360 DF, etc.)

SESSION 2

- Identification of top strengths to leverage and areas of improvement to work around
- Implementation of Learning & Development models (e.g. 70:20:10 principle of learning)

SESSIONS 3 & 4

- Conducting a Development Dialogue
- Importance of Action Learning projects
- Reviewing IDPs set to ensure success

The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

Other Programs by TVRLS

Certificate Programs

1. Competency Mapping
2. Designing & Implementing Assessment Development Centres
3. Strategic Performance Management Systems
4. Psychometric Testing
5. HRD Audit 2500™ Points
6. Designing and Developing Effective Training Programs

Workshops

1. Competency-Based Interviewing with focus on BEI
2. Culture Building
3. Self-Discovery
4. Introduction to Coaching
5. Effective Mentoring
6. Design Thinking
7. Psychology Applied to Work Life
8. Working with Gen Z
9. Design Thinking for Innovation

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

Contact Us At

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