

Development plans that generate revenue

Do all of your employees have development plans? If so, are those plans appropriately tailored to ensure a link to increased revenue? Check out Accela's top tips for proven success:

Tip #1

Make development plans BAU

- Each employee to have their own personal development plan
- Build development plan actions into BAU coaching process

Tip #2

Relate plans to individual sales pipeline

- Analyse pipeline gaps and leakage points
- Work with employee to self-identify areas for improvement

Tip #3

Benchmark to agreed standards

- Employee and coach to set measurable goals to indicate acceptable proficiency for development areas
- Relate benchmarks to key competencies for the relevant job role

Tip #4

Coach and employee to sign off on completed assignments

- Set coaching assignments that will directly lead to improved revenue performance
- Once desirable proficiency achieved, both coach and employee sign off before moving on to next development plan topic

Tip #5

Track and monitor progress

- Record all coaching interventions
- Measure baseline output as benchmark to track all improvement against
- Employee to engage with and record thoughts on interventions and related competency improvement

Tip #6

Measure across entire team to identify immediate uplift areas

- Record development goals and actuals across entire team
- Use data to identify potential training and investment opportunities

Want to know how Accela can assist?

Contact us at info@accela.com.au or call +61 2 9368 7969 for a complimentary review of your employees' personal development plans.