



INDIVIDUAL DEVELOPMENT PLAN

A. EMPLOYEE'S PROFILE

Name (Last, First, MI)	Sex M/F	Age	Position and Salary Grade [Year(s) in the position]	Division/Office	Supervisor's Name	Period (3 years)
Borreo, Mary Rose L.	F	24	Forester I/ SG 11 (1 year in the position)	TSD/PENRO MARINDUQUE	SIMEON R. DIAZ	2023-2025

B. DEVELOPMENT PLAN



(Based on the competency assessment conducted and/or the results of the review of performance, please identify the top gaps or weaknesses among the competencies assessed that the employee needs to focus for development, improvement or enhancement. It would be best to prioritize FIVE (5) developmental areas over a three-year period.)

Development Targets	Developmental Activity	Success Indicators	Planned Completion Date	Means of Verifications	Completed Date	Remarks
PCO2 Identification of Interventions and Integrating Strategies across sectors (Forestry, Coastal, Agriculture, Urban, Air Space) and Zoning for Strategic Management	Formal training and workshop	Able to make a comprehensive and holistic management plan	December 2023	Training and Workshop Certificate		

PCO5 Preparation of Natural Resources Management (NRM)-related plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM)	Formal training and workshop	Enhance the skills on using the GIS software to process different data and information	December 2023	Training and Workshop Certificate		
PCO6 Environment and Natural Resource Accounting (ENRA)	Formal Training and Workshop	Able to learn tools, methods and processes for ENR Accounting e.g., physical and monetary accounting and ENR valuation methods	December 2023	Training and Workshop Certificate		
PCO7 Strategies and schemes for financing environmental projects	Formal Training and Workshop	Able to learn alternative financing schemes for environmental rehabilitation projects-like user fees, public-private partnership, guarantee fund, etc.	2024	Training and Workshop Certificate		
PCO11 Information, Education and Communication, Social Marketing and Extension Support	Mentoring and Coaching	To enhance the skills on disseminating information, social marketing and extension support	2024	Reports on CEPA activity		
PCO13 ENR Law Enforcement	Mentoring and Coaching	Able to decide quick on different situation taking in consideration the ENR Laws	December 2023	Reports and reel time actions on different matter		

PCO16 Tenure and Rights Assessment	Mentoring and Coaching Workshop	Able to learn different process and qualification for different tenurial instruments	2024	Workshop Certificate		
PCO17 Tenurial Instrument and Permits	Formal Training and workshop	Able to learn different process and qualification for different tenurial instruments	July 2023	Workshop Certificate		

I acknowledge and understand my individual development plan as discussed with my supervisor. I affirm that the development targets and the corresponding details indicated in my IDP will contribute in the delivery of service excellence in the Department. I, therefore, commit to accomplish the targets in the given period.

Employee Signature:  MARY ROSE L. BORREO	Date: May 02, 2023	Supervisor Signature:  SIMEON R. DIAZ	Date: May 02, 2023
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