



## INDIVIDUAL DEVELOPMENT PLAN

### A. EMPLOYEE'S PROFILE

| Name (Last, First, MI)        | Sex<br>M/F | Age | Position and Salary Grade<br>[Year(s) in the position] | Division/Office                                                                             | Supervisor's Name | Period<br>(3 years) |
|-------------------------------|------------|-----|--------------------------------------------------------|---------------------------------------------------------------------------------------------|-------------------|---------------------|
| FANDIALAN, JR. FLORANTE<br>G. | Male       | 46  | Forest Ranger SG-4/<br>7 years and 3 months            | Technical Services<br>Division/Monitoring<br>and Enforcement<br>Section/PENRO<br>Marinduque | NANNETTE M. JOVEN | 2023-2025           |

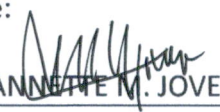
### B. DEVELOPMENT PLAN

*(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 (FOREST, COASTAL, AGRICULTURE, URBAN, AI SPACE) AND ZONING FOR STRATEGIC MANAGEMENT | WEBINAR                | Able to know how to allocate and delineate land and marine resources based on their peculiar characteristics for optimum use and minimize risk. | NOVEMBER 2023           | Training Certificate/Training Report |                |         |
| PCO4- RESOURCE MANAGEMENT AND REHABILITATION DEGRADED ECOSYSTEM                                                                                                     | WORKSHOP               | Able to know the basic knowledge of the protocols and provisions of national and international laws and agreements on biodiversity              | APRIL 2024              | Training Certificate/Training Report |                |         |

|                                                                                         |          |                                                                                                                                  |                |                                      |  |  |
|-----------------------------------------------------------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------------------|--|--|
| PCO6- ENVIRONMENT AND NATURAL RESOURCE ACCOUNTING (ENRA)                                | WORKSHOP | Able to learn environment and natural resource accounting (ENRA)                                                                 | DECEMBER 2024  | Training Certificate/Training Report |  |  |
| PCO7-STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS                        | WORKSHOP | Able to acquire knowledge and apply on strategies and schemes for environmental projects                                         | SEPTEMBER 2024 | Training Certificate/Training Report |  |  |
| PCO10-CLIMATE CHANGE AND ENVIRONMENTAL MANAGEMENT                                       | WORKSHOP | Able to learn strategies, policies, guidelines. Procedure and criteria for application of mitigating measures to climate change. | MAY 2025       | Training Certificate/Training Report |  |  |
| PCO11 INFORMATION, EDUCATION AND COMMUNICATION, SOCIAL MARKETING AND EXTENSION SUPPPORT | WORKSHOP | Able to conduct CEPA and known social marketing and extension support.                                                           | MARCH 2025     | Training Certificate/Training Report |  |  |

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.

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|------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Employee Signature:<br><br>FLORANTE G. FANDIALAN, JR. | Date<br>May 02, 2023 | Supervisor Signature:<br><br>NANNETTE M. JOVEN | Date<br>May 02, 2023 |
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