



## 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)
LOZANO CYNTHIA U	F	61	DMO V/ 24 8 YEARS AND 7 MONTHS	TECHNICAL SERVICES DIVISION	IMELDA M. 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
<b>PCO1 - CONCEPT AND APPLICATION OF INTEGRATED ECOSYSTEMS MANAGEMENT (IEM)</b>	Workshop  Coaching and mentoring	Able to apply IEM and other related approaches to NRM in basin, watersheds, sub-watershed, protected areas, mineral reservations, islands, others	May 2023	Certificate of Training		
<b>PCO2 - IDENTIFICATION OF INTERVENTIONS AND INTEGRATING STRATEGIES ACROSS SECTORS (FORESTRY, COASTAL, AGRICULTURE, URBAN, AIR PACE) AND ZONING FOR STRATEGIC MANAGEMENT</b>	Training Exposures (experimental and social learning)	Lead in the integration of strategies at the ecosystems, and local development plans by LGUs e.g. FLUP, PA	June 2024	Certificate of Training Fieldwork and meetings		

		management plan, ICM in the LGU CLUPs.				
<b>PCO3 - CHARACTERIZATION OF ECOSYSTEMS AND USE OF PLANNING TOOLS AND PROCEDURES</b>	Workshop Experimental Learning	Able to lead the characterization of ecosystem and use of planning tools and procedures	1 <sup>st</sup> quarter of 2024	Training Certificate		
<b>PCO4 - RESOURCE MANAGEMENT AND RESTORATION/REHABILITATION OF DEGRADED ECOSYSTEMS</b>	Workshop Exposures (Social learning)	Able to identify and implement appropriate resource management and restoration strategies of various ecosystems – forests, coastal/marine, wetlands, rivers, mangroves, grasslands, others	June 2025	Training Certificate on CMEMP		
<b>PCO13 – ENFORCEMENT OF FOREST LAWS</b>	Training Workshop Field works/Activities	Able to conduct proper ENR law Enforcement and efficient implementation of all ENR law and regulation	May 2023	Training 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: <b>CYNTHIA U. LOZANO</b> Chief, Technical Services Division	Date: April 28, 2023	Supervisor Signature: <b>IMELDA M. DIAZ</b> OIC, PENR Officer	Date: April 28, 2023
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