



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)
Mahayag, Jelomy H.	F	28	FOR I /SG 11/ 5YEARS	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
PCO1 - CONCEPT AND APPLICATION OF INTEGRATED ECOSYSTEMS MANAGEMENT (IEM)	Training-Workshop-Field Works/Activities	Able to acquire knowledge CONCEPT AND APPLICATION OF INTEGRATED ECOSYSTEM MANAGEMENT (IEM)	Q3 September 2024	Certificate of Completion - Report of Completion		
PCO2 - IDENTIFICATION OF INTERVENTIONS AND INTEGRATING STRATEGIES ACROSS SECTORS (FORESTRY, COASTAL,	Training-Workshop-Field Works/Activities	Able to acquire knowledge on indentifications and integrating strategies across (FORESTRY,	Q3 September 2024	Certificate of Completion - Report of Completion		

AGRICULTURE, URBAN, AIR SPACE) AND ZONING FOR Training-Workshop- Field Works/Activities STRATEGIC MANAGEMENT		COASTAL, AGRICULTURE, URBAN, AIR SPACE) AND ZONING FOR STRATEGIC MANAGEMENT				
PCO8 - RESULTS-BASED MONITORING AND EVALUATION SYSTEM (RBME) AND ENVIRONMENTAL AUDIT FOR DIFFERENT ENRM SITES	Training-Workshop- Field Works/Activities	Able to acquire knowledge on results based monitoring and evaluation system (RBME) and Environmental audit for different interim sites	Q4 October 2023	Certificate of Completion - Report of Completion		
PCO15 - FOREST, WATER & WILDLIFE RESOURCES REGULATION		Able to acquire advanced knowledge on forest, water, & wildlife resources regulation	Q1 March 2024	Certificate of Completion - Report of Completion		

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: 	Date: April 28, 2023	Supervisor Signature: 	Date: April 28, 2023
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