



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)
MARTINEZ, DANILO L	M	51	Forester II-SG 15-3 years & 7 Mos.	Technical Services Division	ALETH C. BUNDOC	2023-2025

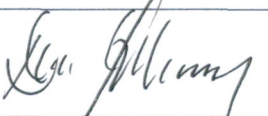

B. DEVELOPMENT PLAN

(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 Intervention and Integrating Strategies	Workshop, Mentoring and Coaching	To Master Identification of Intervention and Strategies across Sectors	August 2023	Certificate of Completion		
PCO5 Preparation of Natural Resources Management	Workshop, Mentoring and Coaching	To Master Preparation of Natural Resources Management	March 2024	Certificate of Completion		
PCO9 Environmental Governance	Workshop, Mentoring and Coaching	To Master Environmental Governance	June 2024	Certificate of Completion		
PCO10 Climate Change and Environmental Management	Workshop, Mentoring and Coaching	To Master Climatic Problem and possible Solution	May 2025	Certificate of Completion		

PCO15 Forest , Water and Wildlife Resources Regulation	Workshop, Mentoring and Coaching	To Master Regulation Exist in Forest, Water and Wildlife.	October 2025	Certificate of Completion		
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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 4/28/2023	Supervisor Signature 	Date 4/28/2023
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