



625

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)
Mercado, Don Gibson D.	M	27	Forester I- 11 – 3 years	Monitoring and Enforcement Section	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	Workshop	Able to make a comprehensive and holistic management plan	December 2023	Workshop Certificate		
PCO5 Resource Management	Workshop	To enhance the skills on using the GIS software to process different data and information	December 2023	Workshop Certificate		
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 diff. tenurial instruments	2024	Workshop Certificate		
PCO17 Tenurial Instrument and permits	Workshop	Able to learn different process and qualification for diff. 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: 	Date	Supervisor Signature 	Date
---------------------------------------------------------------------------------------------------------	------	------------------------------------------------------------------------------------------------------------	------