



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)
PANTOJA, RANDY, R.	M	32	Forest Technician I/SG-6/ 7 Years	TSD/PENRO, Marinduque	ALETH C. BUNDOC	2023,2024,2025

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
PCO4 – Resource Management and Restoration/Rehabilitation of Degraded Ecosystems (Basic)	<ul style="list-style-type: none"> ➤ Training/Learning Event ➤ Coaching and me4ntoring 	Know the protocols and provisions of national and international law and agreements on biodiversity	August 2023	Training Certificate		
PCO12 – Social Negotiation (Intermediate)	<ul style="list-style-type: none"> ➤ Training/Learning Event ➤ Coaching and mentoring 	Able to facilitate appropriate negotiation strategy and process	May 2024	Training Certificate		
PCO15 – Forest, Water & Wildlife Resources Regulation	<ul style="list-style-type: none"> ➤ Training/Learning Event ➤ Coaching and me4ntoring 	Know the basic knowledge of the pertinent laws, rules and regulations on forest and water utilization and wildlife permitting and the requirements	October 2024	Training Certificate		

		and processes in the issuance of permits/license				
PCO1 – Concept and Application Of Integrated Ecosystems Management (IEM)	<ul style="list-style-type: none"> ➤ Training/Learning Event ➤ Coaching and mentoring 	Able to apply IEM in target sites –basin, watershed, sub-watershed, protected areas, ancestral domain, mineral reservation, islands, among others and measure its impact to the community and the ecosystem	July 2025	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: 	Date: April 28, 2023	Supervisor Signature: 	Date: April 28, 2023
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