



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)
PEREDA, RICKY, DE LUNA	M	33	Forest Technician I S-G 6 7 Years and 4 months	Technical Services Division PENRO MARINDUQUE	CDO II 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
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	June, 2023	Training Certificate		
PCO2 - IDENTIFICATION OF INTERVENTIONS AND INTEGRATING STRATEGIES ACROSS SECTORS (FORESTRY, COASTAL, AGRICULTURE, URBAN, AIR SPACE) AND ZONING FOR STRATEGIC MANAGEMENT	<ul style="list-style-type: none"> Training/Learning Event Coaching and mentoring 	Knows the agreements on zoning strategic management/ identify intervention and integrating strategies by sectors	July. 2023	Training Certificate		

PCO4 - RESOURCE MANAGEMENT AND RESTORATION/ REHABILITATION OF DEGRADED ECOSYSTEMS	<ul style="list-style-type: none"> • Training/Learning Event • Coaching and mentoring 	Knows the protocols and provisions of national and international law and agreements on biodiversity	July, 2024	Training Certificate		
PCO9 - ENVIRONMENTAL GOVERNANCE	<ul style="list-style-type: none"> • Training/Learning Event • Coaching and mentoring 	Has improve the knowledge on Environmental Governance rule, regulation and able to conduct investigation, preparation of affidavit and complaints	June, 2024	Training Certificate		
PCO13 - ENR LAW ENFORCEMENT	<ul style="list-style-type: none"> • Training/Learning Event • Coaching and mentoring 	Has improve the knowledge on ENR Laws, Rule, regulation and able to conduct investigation, preparation of affidavit and complaints	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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