



## 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)
WATIWAT,CARLO,M	M	35	Forest Technician II S-G 8 7 Years and 6 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"> <li>Training/Workshop</li> <li>Coaching and mentoring</li> </ul>	Knows the basic fundamentals of ecology and the different types of ecosystems with respect to their structure, functions and dynamics.	July,2024	Certification from training/workshop		
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"> <li>Training/Workshop</li> <li>Coaching and mentoring</li> </ul>	Knows how to allocate and delineate land and marine resources based on their peculiar characteristics for optimum use and minimize risk.	February,2025	Certification from training/workshop		
PCO4 - RESOURCE MANAGEMENT AND RESTORATION/	<ul style="list-style-type: none"> <li>Training/Learning Event</li> </ul>	Has knowledge of the invasive plant and animal species in the Philippines		Certification from training/workshop		

REHABILITATION OF DEGRADED ECOSYSTEMS	<ul style="list-style-type: none"> <li>Coaching and mentoring</li> </ul>	and Has basic knowledge of the protocols and provisions of national and international laws and agreements on biodiversity				
PCO9 - ENVIRONMENTAL GOVERNANCE	<ul style="list-style-type: none"> <li>Training/Learning Event</li> <li>Coaching and mentoring</li> </ul>	Applies existing ENR standards and development of standards as needed.	August,2023	Certification from training/workshop		
PCO11 – INFORMATION, EDUCATION AND COMMUNICATION, SOCIAL MARKETING AND EXTENSION SUPPORT	<ul style="list-style-type: none"> <li>Training/Learning Event</li> <li>Coaching and mentoring</li> </ul>	Has knowledge on ENRM plans and programs and identified stakeholders	June,2024	Certification from training/workshop		

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 27, 2023	Supervisor Signature 	Date April 27, 2023
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