

PLANNING, DEVELOPMENT AND REVIEW (PDR)



Objective Setting

- Share strategic, division/ faculty plans
- Set SMART goals
- Review position description
- Apply 70:20:10 principle to identify development needs for the year



Mid Term Review

- Review progress against agreed outcomes (What)
- Update objectives to reflect any changes
- Discuss values & behaviours evidenced (How)
- Two-way feedback



Final Review

- Review achievements for the year against agreed outcomes (What)
- Reflect on challenges and changes to be incorporated for the coming year
- Discuss values and behaviours evidenced (How)
- Two-way feedback



- **Regular 1:1s**
- **Ongoing coaching to guide current and future development of staff**
- **Resolve blockages/issues as they arise**
- **Updates to goals in response to changes in role / priorities**