

Personal development plan assignment



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Human nature is forgettable, that is why I would like to make my personal development plan. This Personal Development Plan will document my development as an academic and a professional over the period of the MBA programme. A marked objective of Henley MBA is to ensure that students develop personal and professional skills set which will facilitate not only the successful completion of tasks inherent to the programme but the realization of career goals.

According to (Liptak, 2001) presenting a path of personal development is a difficult task: talking about yourself in an introspective manner does not always lend itself to coherence, therefore, in this Personal Development Plan I will focus on what I know about myself, what my goals are and what needs to be developed in order to link the two. This plan is a way to get perfection in life and accomplish my goals.

My current Personal Development Plan (PDP) is meant for developing my academic qualification and working skills to see myself being a Business Manager/Divisional Manager in a reputable financial institution 5 years down the line. I am already having 5 years in managing self, managing others, in managing managers and function in Human Resources division; this is according to the seven leadership/career pipelines as presented in (mike pedler, 2007).

According to the seven leadership/career pipeline one could progress from managing self, managing others, managing managers, managing a function, managing a business, managing a group of business and then manage the enterprise. I have done my graduation in BAdmin (Human Resources), BA

honours in Industrial Psychology; MA in Industrial and Organizational Psychology but understanding how business is managed is something that has always attracted my attention and interest. After completion of my graduation in BA (Hons) in 2004, I joined EDCON as an OD Practitioner.

I was required to manage various organizational development interventions. I served the company for 3.5 years. In 2008, I joined Airports Company South Africa (ACSA) as a head of the unit. I served the company for 4 years and was awarded the team leader of the year award in my last year of working with the company. Prior to joining ACSA, I worked for Capitec Bank for a year where I was leading a team of three HR Officers. In 2012 I joined Industrial Development Corporation as a Human Capital Business partner in which my role is managing managers from human capital perspective.

I am required to service various units within the corporation and my reporting is the Departmental Head, this allows me to get broader insight of how various units are operated. I am amongst the top performing Human Capital Business Partners in the corporation but am still feel I should grow towards managing the business. In order to capacitate myself to progress my career I think MBA could afford me the opportunity to acquire the relevant business skills and hence I decided to complete my MBA at Henley as a priority.

To develop and confirm my success as a good Business/Divisional Manager I need to have a broad range of skills relating to management and leadership. Based on my current role and situation, a PDP will prioritize the most important areas that I need to concentrate on and will point me to the right

direction for further advice and training. My Personal Development Plan To manage the business, one must have a good experience and relevant qualification.

The right qualification one must have is an MBA in order to have the right understanding and knowledge you must require. And experience is one thing that will come after a good investment of time in learning and development (Miller, 2011). To achieve my goal of being the Business/Divisional Manager, I need to have an MBA degree which is one thing that I have already started and will surely be completing successfully within three years' time i. e. end 2015. And I am already having the management experience of 6 years now.

With 4 years of experience as a Head of the department, and that too with reputable aviation firm in South Africa. I have already laid the stepping stone to achieve my goal and this Personal Development Plan will surely make me achieve my goal effectively within the decided time span in an organized manner. I have always been a good performer when it comes to my work i. e. Human Capital Business Partner. In 2010 I got an award of being the 2nd best student for the Management Development Programme (MDP) at GIBBS.

I am a quick learner and this is the key quality which I think that is required to be successful in your life. My past track record and academics have always been good. I got an award in Industrial Psychology for being the best student in Bachelor's degree and also my previous study records at honours and masters level are on a better side. So, I am confident of completing my MBA. With study I have got regular appraisals in terms of salary and

designation at workplace because of my performance and passion for leadership that is in me.

I am also mentoring and coaching eight professionals in their respective careers. To grow from a Human Capital Business Partner level to Managing the Business/Division there are a few milestone that I need to achieve in terms of designation, which are as follows:

- * Human Capital Business Partner.
- * Head: Human Capital Business Partners.
- * Divisional Executive Human Capital Along with these, I am required to develop my certain skills i. e. presentation, Emotional resilience, prompt decision making, project management, strategic planning and leadership.

As, these are the most important and necessary skills to be a good business manager/divisional manager as the quality of these skills which I am currently having are only good enough to a Human Capital Business Partner level, and to improve them to Head and finally to Divisional level I am required to gain good experience and knowledge which will come with time and practice. Further, to achieve my goal of being a Business/Divisional Manager, I have distributed my achievements into a short term, medium term and long term goals in order to have an organized and perfect approach towards achieving my goal i. Short Term Goal: To successfully complete my Master's in Business Administration (MBA) by end of 2015. As to be a good Business/Divisional Manager you need to have the right qualification.

Medium Term Goal: To join a reputable secondment and job rotation programme within the Corporation, at a management level. To gain experience and for development of skills i. e. presentation, Emotional resilience, prompt decision making, project management, strategic planning and leadership that are required for periodic promotions and good performance.

As, along with skills and qualification experience is also the utmost thing that is required to getting promotion on timely basis. Long Term Goal: Ensure and give the best performance in order to get promoted as a Divisional Manager. To achieve my short term goal, I have already started doing my MBA, after successful completion of this course; I will be required to enroll myself for Doctorate in Business Administration (DBA) programme to further enhance my business skills. To achieve my medium term goal, I will be required to join a reputable financial services organization at my previous level as a Head of Department or at a higher level. Still at either of the positions one thing that I need to keep in mind is performance, as in order to progress in your career you can't compromise with it. And all of your promotion, salary appraisals and performance bonus depend on it. Along with this I will also be checking out my development in terms of skills required to be a good Divisional Manager, which I will be checking out on a timely basis in order to have a clear picture of improvement which I am going through.

This can be done by constant audit of skills at regular interval of time. If everything goes well as per the plan, my aim of being a Divisional Manager will surely be achieved in the decided time of 5 years. As 3 years will be going for getting my MBA qualification. And the rest 2 years are for working <https://assignbuster.com/personal-development-plan-assignment-personal-essay-samples/>

my way up the career pipeline and getting timely promotions. The following is my SWOT analysis which will be helpful for achieving my goal of being a Divisional Manager in 5 years down the line:

Strengths:

* I am a good and quick learner; hence I have a good educational record. My learning styles according to the exercise conducted in our 1st Henley MBA workshop, is “ Activist” as a primary style (which allows me to be open minded and flexible, seeks challenge and novelty; I like group working and presenting). This will help me in successfully completing my MBA qualification.

* Leadership: I have successfully leaded the HR teams with various companies with good success. I am a good motivator, and this is required to motivate your work or study team in order to encourage them to start a tsk with full thrive.

Weaknesses:

* I am weak in accounting & financial skills as my education background so far is into human resources stream and not into a commerce background.

* Lack of time management skills.

My MBA will help me improve my time management and accounting & financial skills. By practicing to give presentation on a regular basis in front of the fellow students & colleagues, will improve my communication skills. .

Financial sectors are passing through a phase of global recession; hence the

jobs are scares. If everything goes as per my PDD, I'll be able to complete my MBA by 2015. Thereafter, I'm confident that by this time I'd have overcome my weaknesses and improved my skills to a level where I'll be able to get timely promotions and increments. So, by this PDP, I am confident that I'll be able to become a Divisional Manager within the time frame of 5 years.