Individual Development Plan Example

Prepared from the two supplied worksheets. Personal identifiers are consistently replaced; participant-specific narrative annotations and broken identity/date dashboard formulas are omitted under the approved example specification. All qualification fields, assignments and competency values are preserved. Future-year projections remain plans.

Participant	Example Participant
Example ID	Example ID
Role	Project Controls
Example appointment	Principle Advisor
Mentor	Nominated Mentor
Host organisation	Host Organisation
Function	Major Projects
Time in position	1 year
Example start date	April 2009

Qualification fields in the example

Qualification	Year
Bachelor degree in Electrical Engeneering	2009
OPITO Competency Assessor. Safer Training/UK	2014
Compex Ex 01-04 Certification (JTL/Intertek) Competency validation scheme for explosive atmospheres	2014
OPITO MEMIR (Major Emergency Management Initial Response)	2016
NEBOSH IGC in OHS	2017
BSI ISO 9001 Lead auditor	2017
Compex Ex 01-04 Certification (JTL/Rapid Solutions) Competency validation scheme for explosive atmospheres	2019

Planned departmental assignments

Assignment	Example period
Position / Function Legal:	Year 01-04/2027
Position / Function Cost Control (Project Control).	Year 05-09/2027
Position / Function Materials / Logistics.	Year 10-12/2027
Position / Function Mobilisations / Onboarding / HR:	Year 01-03/2028
Position / Function Training and Development:	Year 04-07/2028
Position / Function Planning:	Year 08-12/2028
Position / Function HSE Hazid Hazop:	Year 08-12/2028
Position / Function Execution / Discipline Lead	Year 01/2027 - 01/2032

Functional Competencies Focus Area

Systems Operations and Minor Projects Process

Process Safety for Oil & Gas

Primavera P6 & Hub 2

General understanding of all business units activity and functions

Managerial Competencies Focus Area

Supervising

Relationship and conflicts management

Performance control / motivating

Problem solving & change management

Leadership Competencies Focus Area

Self-Discipline

Comunication

Team building

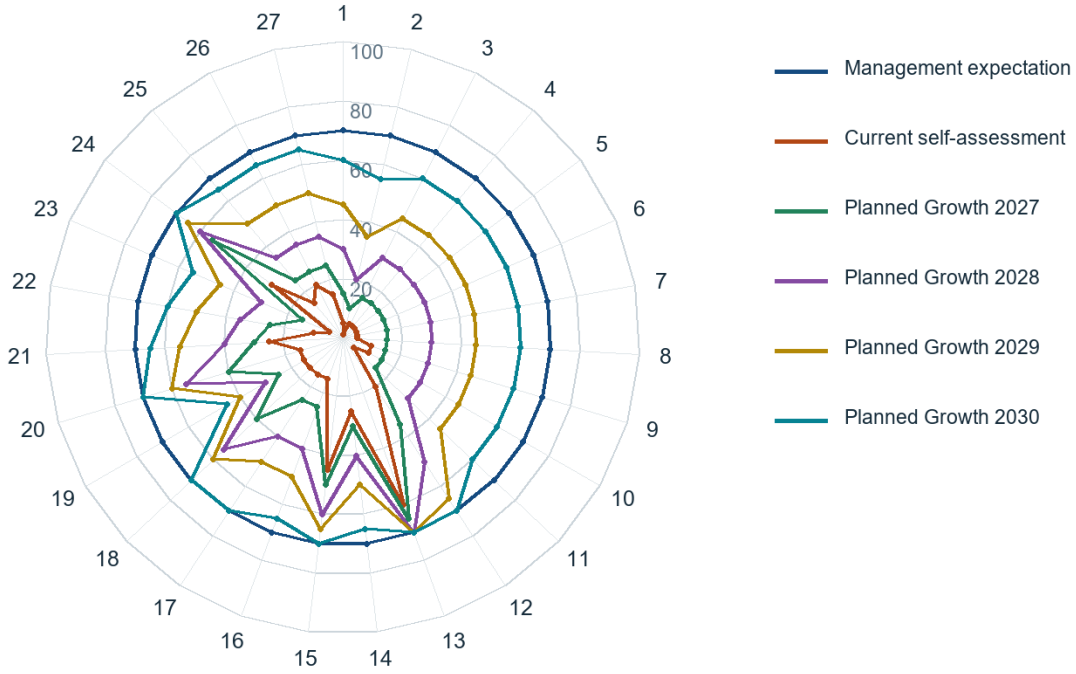
Mentoring & Coaching

Functional Competencies

Redrawn source-data example. Management expectation, current self-assessment and Planned Growth 2027–2030 are separate source series. Chart numbers correspond to the keys in the complete table.

Functional Competencies

Redrawn source-data example; future-year scores are plans.



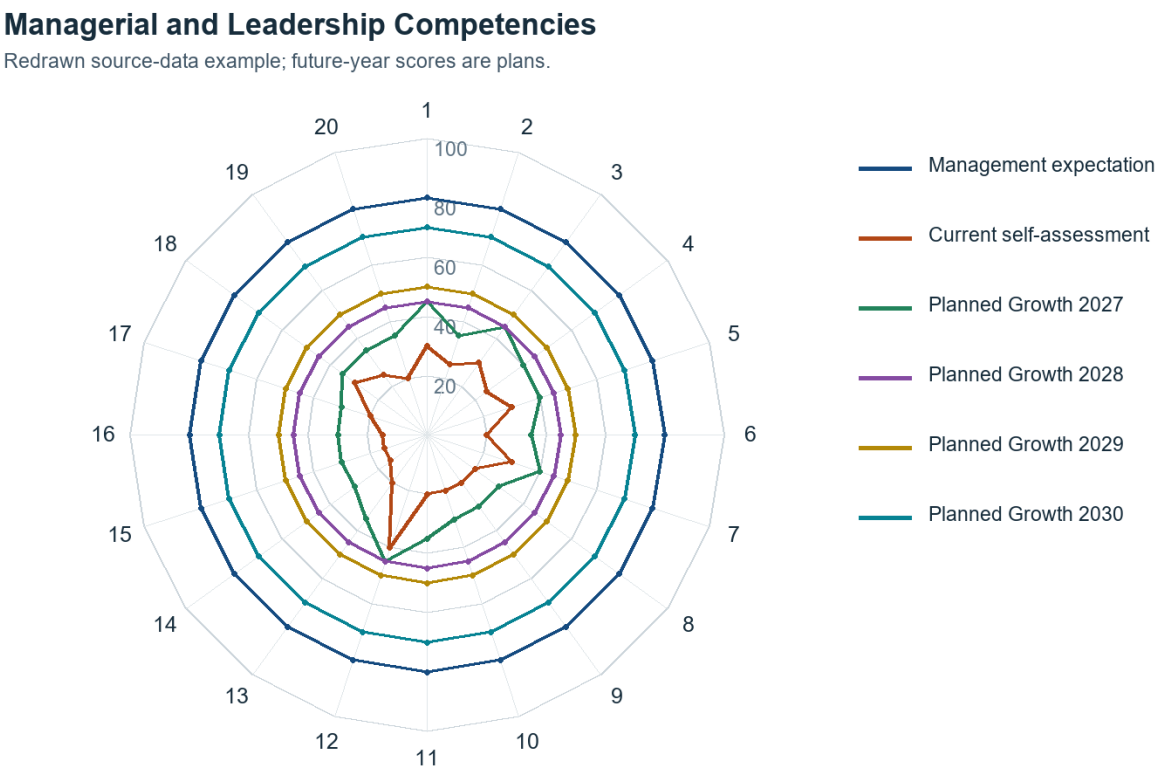
Numbers refer to the full competency table. Scores are retained exactly.

Key	Competency	Management expectation	Current assessment	Planned Growth 2027	Planned Growth 2028	Planned Growth 2029	Planned Growth 2030
1	Legal: (Insert Country)	70	5	15	30	45	60
2	Legal: International / Best Practise	70	1	10	20	35	55
3	Legal: Industrial Relationships	70	5	15	30	45	60
4	Legal: Regulatory Affairs	70	5	15	30	45	60
5	Cost Control (Project Control): Resource	70	5	15	30	45	60
6	Cost Control (Project Control): Estimating	70	5	15	30	45	60
7	Cost Control (Project Control): Budgeting	70	5	15	30	45	60
8	Cost Control (Project Control): Cost Control	70	5	15	30	45	60
9	Materials Management / Procurement	70	10	15	30	45	60
10	Materials Management / Logistics	70	10	15	30	45	60
11	Materials Handling	70	5	15	30	45	60
12	HR/Compensation & Benefits	70	20	35	50	65	70
13	HR/Training and Development	70	60	65	70	70	70
14	HR Compliance	70	25	30	40	50	65
15	HR/Onboarding	70	45	50	60	65	70
16	Planning / P6 Scope Planning / Goals	70	15	25	40	50	65
17	Planning / P6 Constrains Management	70	15	25	40	50	70

Key	Competency	Management expectation	Current assessment	Planned Growth 2027	Planned Growth 2028	Planned Growth 2029	Planned Growth 2030
18	Planning / P6 Resourses & Procurement Planning	70	15	40	55	60	70
19	Planning / P6 Schedules Development	70	15	25	30	40	45
20	Planning / P6 Execution Control & Quality Management	70	15	40	55	60	70
21	HSE/ HAZID	70	25	30	40	55	65
22	HSE/ HAZOP	70	10	25	35	50	60
23	HSE/ Process Safety	70	5	15	30	45	55
24	Disciplines/ Electrical / EX	70	30	55	60	65	70
25	Disciplines/ Instruments	70	15	25	35	50	65
26	Disciplines/ Mechanical	70	20	25	35	50	65
27	Disciplines / HVAC	70	15	25	35	50	65

Managerial and Leadership Competencies

Redrawn source-data example. Management expectation, current self-assessment and Planned Growth 2027–2030 are separate source series. Chart numbers correspond to the keys in the complete table.



Numbers refer to the full competency table. Scores are retained exactly.

Key	Competency	Management expectation	Current assessment	Planned Growth 2027	Planned Growth 2028	Planned Growth 2029	Planned Growth 2030
1	Motivating Others	80	30	45	45	50	70
2	Communication Skills	80	25	35	45	50	70
3	Conflict Resolution	80	30	45	45	50	70
4	Problem Solving	80	25	40	45	50	70
5	Developing others /Team Building / Coaching	80	30	40	45	50	70
6	Vision/Planning	80	20	35	45	50	70
7	Emotional Intelligence	80	30	40	45	50	70
8	Manage Performance	80	20	30	45	50	70
9	Delegation	80	20	30	45	50	70
10	Interviewing Skills	80	20	30	45	50	70
11	Goal-Setting & Achieve	80	20	35	45	50	70
12	Relationship Building	80	40	45	45	50	70
13	Agility & Adaptability	80	20	35	45	50	70
14	Dependability	80	15	30	45	50	70
15	Integrity	80	15	30	45	50	70
16	Decisiveness	80	15	30	45	50	70
17	Innovation & Creativity	80	20	30	45	50	70

Key	Competency	Management expectation	Current assessment	Planned Growth 2027	Planned Growth 2028	Planned Growth 2029	Planned Growth 2030
18	Employee Motivation	80	30	35	45	50	70
19	Decision-Making	80	25	35	45	50	70
20	Negotiation	80	20	35	45	50	70