

Checklist - 4

Ensuring Sustainability post VAC

#	KEY THINGS TO KEEP IN MIND	STATUS
1.	Identify the key trends emerging from the analysis of the VAC data. What are its' implications for the organization?	<input type="checkbox"/>
2.	What people decisions need to be taken, relating to selection and / or development of talent?	<input type="checkbox"/>
3.	What should the learning journey look like for the relevant target employee group(s)? <i>(Think through nature of interventions, focus areas, periodicity, duration of the journey, etc.)</i>	<input type="checkbox"/>
4.	Develop capabilities of Line/ HR managers in relevant areas such as 'Providing Effective Feedback', 'Facilitating Creation of IDPs' etc.	<input type="checkbox"/>
5.	Organise for a session for participants on 'Creating an Individual Development Plan (IDP)' and share an IDP format.	<input type="checkbox"/>
6.	Ask participants to create and share their IDPs, based on the VAC feedback, self-reflection, and manager feedback.	<input type="checkbox"/>
7.	Familiarise the participants with the 70:20:10 learning principle and demonstrate how to use the same while developing their IDPs.	<input type="checkbox"/>
8.	Share indicative 'action development guidelines' with participants based on the 70:20:10 principle, to help them take ownership of their development.	<input type="checkbox"/>
9.	Plan for a mechanism to help participants effectively execute their IDPs (learning resources, review mechanisms, feedbacks, course corrections, etc.).	<input type="checkbox"/>
10.	Plan mechanisms to involve the participants' 'Manager' in the IDP creation and implementation process.	<input type="checkbox"/>