SAMPLE IMPACT PLAN

Business Unit: Smith, Jerry
Report Period: August 2013

Q12 Item: Q.06 Development
Q.12 Learn & Grow

Mean or %5: Mean

Value from the Q12 Scorecard: 4.44

Title: Growth and Development

Action Type: Strength

This is what we’ll do:
1. Subordinate will be assigned to independently run a project from beginning to the end. Supervisor will let them design on the project’s concept and methodologies
2. Regularly follow up work progress every 2 weeks to monitor the work progress and make sure that work is delivered according to the timeframe and align with objectives. Here, supervisors will act as a coach by giving feedback and advice
3. When project is completed, supervisors will call for a meeting to sum up the problems occurred for the next meeting. All these lessons will be used to discuss with new comers concerning work process and its importance to the whole organization
4. Then supervisor will let subordinate to do a job rotation in order to enhance job skills in other areas (every 6 months).

This is what success will look like:
1. Subordinates can systematically learn from working through one project and proud of being the one to accomplish the job
2. Subordinates feel that they have the opportunity to learn new things from job rotation
3. Subordinates can systematically learn from working through one project and proud of being the one to accomplish the job
4. Subordinates feel that they have the opportunity to learn new things from job rotation

How often: 3 months after starting new assignment

These people will be involved: Supervisors will be the one who assign project to subordinates and design job rotation roadmap

Supervisors summarize their accomplishments, problems occurred, assistance needed from supervisors, lessons learnt from work.
Subordinates need to be fast learners and whenever faced with a problem, they should consult with colleagues and their supervisors

Start Date: 10-21-13
Due Date: 12-21-13