

- **Share:** Share your learning in communities of practice to generate greater insight and benefit from the support of your community.

This stage involves sharing your learning into communities of practice in order to generate greater insight and benefit from the support of your community.

Think about the last time you had insight; you probably shared it with a colleague, friend or family member, whether it was to benefit them or simply because you were excited to have learnt something new.

Learning is inherently social process, and the learning does not end once we have applied it. There are still many lessons to be learned through feedback and iteration. Sharing learning is a great way to collaborate with others build networks and exchange ideas.

- **Impact:** Measure the overall impact your learning has had on the work you do.

Impact is created through having a robust approach to your professional development and building the habitual behaviours that support effective CPD.

Our CPD approach focuses on outputs instead of inputs. With this stage you should actually focus on how you have applied this new learning and how this supports you, your team and/or organisation. Ideally these will be measurable outcomes e.g. how and what have you done to improve services. Reduce costs, increase revenue, save time, etc.

It can also be helpful to evaluate progress against the objectives you set in the plan. We will discuss this more in the final chapters.

Video

Defining Development

Development:

'The act or process of developing; growth; progress: [Personal] development'.

(Dictionary.com)

Management Development:

This process typically includes:

1. Cognitive thinking development, idea generation, and decision-making.
2. Behavioural attitudes and values, choosing what is appropriate.
3. Environmental situations, appropriate management style'.

(The Law Dictionary)

Personal development planning is the process of:

- Establishing aims and objectives (or goals) - what you want to achieve or where you want to go, in the short, medium or long-term in your career.