

Canterbury Diocese Ministry Development Review

Personal Development Plan (PDP)

Preparation

When preparing your PDP, consider the following:

- Your personal and ministry strengths – how these might be sharpened and developed
- The drivers and future initiatives within your ministry context – what knowledge and skills you will need to achieve these
- General changes taking place in both your ministry life and home life
- The ‘swampy areas’ you have had to negotiate and those on the horizon

You may already have a PDP; if so review your PDP in the context of each of the points above, and amend as necessary.

How to complete a PDP

Look back through the co-worker feedback and your own responses to the Questionnaire.

Distil one thing to develop under each of the headings:

- For my well-being
- For my spiritual development
- For my ministry development

1. Once you have decided which development areas you are going to concentrate on, think what you may need to do to achieve these, for example:

- learning courses – conferences, seminars;
- Explore or deepen a spiritual practice;
- supervision or coaching or mentoring;
- e-learning;
- reading and research;
- postgraduate study, specialised courses, study leave;
- visiting other ministry settings;
- talking with others – who?

You will be able to discuss these and other ideas with the **Director of Mission and Ministry**.

2. Set a target date for the completion of your PDP to give you something to aim for and to help you to achieve it.
3. Set review dates to assess where you are up to and decide if you need to change your plan.
4. Consider what support you will need from your colleagues, PCC, line manager, Senior Staff, or others.
5. How will you know if you have succeeded – what will you be able to do differently as a result?

6. Helpful tools:

- A useful framework could be the **GROW** coaching model:
 - Set your **Goals**;
 - What is the **Reality**;
 - What are your **Options**;
 - What **Will** you do to achieve this.

- Another way is to:
 - Imagine where you want to get to (what does it sound/look/feel like);
 - What would be the first/next step to take to get there;
 - What would be the very last step to take before reaching your goal;
 - What is the path between the two - how long would it take/what would you do.

Personal Development Plan

Name			Date of Meeting		
Role			Consultant Reviewer		
Focus	What do I want/need to develop	What will I do to achieve this?	What resources or support will I need?	How will I know fulfilment?	When do I plan to achieve this?
For my well-being					
For my spiritual development					
For my ministry development					

The MDR process includes a meeting for you with your Archdeacon within 6 months after your PDP, followed by a meeting with the Bishop 6 – 9 months after that. If you wish to have a meeting with your Archdeacon and then the Bishop earlier than this timeframe, please indicate below.

If a conversation with Neville would be helpful please check the box below:

- Earlier meeting with Archdeacon
- Earlier meeting with Bishop Rose
- Meeting with Neville Emslie, Director of Mission and Ministry
- Are you willing to give feedback by phone on the MDR process?

Additional Comments (optional)

Minister:

Consultant Reviewer:

Signed

Minister

Consultant Reviewer