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CHRO ANNOUNCEMENT – INDIVIDUAL DEVELOPMENT PLAN (IDP) DUE 30 APRIL 20

TARGET: USMC Appropriated Fund (APF) Civilian Employees, Supervisors and Managers

Now that the Defense Performance Management Appraisal Program (DPMAP) performance cycle has ended, it's time for everyone to establish a new Individual Development Plan (IDP). Per MARADMINs 133/17 and 106/18, new IDPs need to be submitted and approved by 30 April 2020.

Employees and Supervisors need to get together now to collaborate on developmental desires and expectations. Then, using the "MyIDP" Module found in TWMS (<https://mytwms.navy.mil/>), record courses and activities agreed upon for the next year.

Individual development planning is a requirement that benefits everyone; the employee, the supervisor, and the command. When Supervisors and employees establish training goals together, they create mutual confidence and engagement. By aligning training and developmental activities with the organization's mission, goals, and objectives the command experiences improved performance and efficiency.

NOTE: For those without access to a computer, please go to the following link to obtain a hardcopy of the IDP format.

<https://mcipac.usmc.afpims.mil/Staff-and-Sections/Principal-Staff/Civilian-Human-Resources-Office/Civilian-Human-Resources-Office-US/US-Training/>

The IDP format is located under "SUPPORTING DOCUMENTS", "Individual Development Plan (IDP)" then file title: IDP Format (MCB Butler).

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