

Performance and Development FY20



B – Development Plan

Name: Position: Leader: Date:

- What are your **key strengths**?
- What are your **development priorities** in your current role over the next 6-12 months?
- What **steps/actions/activities** you will take to achieve these priorities?

When creating your development plan please ensure that you apply the 70/20/10 rule:

%70
ON THE JOB
DEVELOPMENT
*e.g. new experiences or
challenging assignments*

%20
LEARNING
FROM OTHERS
*through relationship
development, coaching
and shadowing*

%10
FORMAL
TRAINING EVENTS
*e.g. an online or
face-to-face course*

Strengths			
Development Priorities	What am I going to do?	What does success look like?	What support do I need?

What roles or teams do you aspire to work in over the next 1-3 years?

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C - End of Year comments (to be completed by 31 July)

Name: _____ Position: _____ Leader: _____ Date: _____

Use this section to reflect on your achievement of your goals and areas for improvement from the second half of the year.

Reflect both 'what' you have achieved and 'how' you have achieved it through your behaviour.

Please email your end of year review to hr@skynews.com.au

Employee Comments	Leader Comments
<div></div>	<div></div>
<div>Overall rating for performance across the full 2020 Financial Year:</div>	

Performance Rating Options:

- (O) Outstanding** Consistently delivers above all agreed objectives of role and is a role model for company values
- (EE) Exceeds Expectations** Delivers above agreed objectives of role and lives all company values
- (ME) Meets Expectations** Meets all expectations of role and operates at level required; lives all company values
- (PM) Partially Meets Expectations** Meets some, not all objectives of current role and/or demonstrates some, not all company values
- (RM) Rarely Meets Expectations** Does not meet objectives of current role, significant improvement required

Our Values:

- WE MAKE A DIFFERENCE** We are passionate about having an impact. We aspire to improve the lives of our audiences and communities. That's our business.
- WE ARE PRINCIPLED** We understand the importance of integrity and trust. We question and debate honestly and do what is right in every situation.
- WE GET IT DONE** We are purposeful. We do what we say and we always deliver results. We have real pride in our work and take it, rather than ourselves, seriously.
- WE PUSH THE BOUNDARIES** We are curious and we excel on creativity and imagination. We look for opportunities to challenge and change the way things are done.
- WE WORK AS A TEAM** We each play different roles, but our success is all about connection and collaboration: with our audience, our customers and our employees.