## Development opportunity



Take the lead: Lead a project

Providing the opportunity to lead or work on a specific project.



## How it develops talent

- Builds project management and planning skills.
- Enhances the ability to delegate tasks and performance-manage.
- Provides opportunity to review progress and quality assurance.
- Strengthens problem-solving ability.

## How to deliver it

- Discuss areas for improvement across the service that could benefit from a dedicated project and action plan, with your staff member.
- Encourage them to develop a short business and project plan and identify project team members and their roles and responsibilities.
- Agree regular review points to check progress, discuss risks and issues and reflect on learning.
- The project could vary from a small focused piece of work to a more significant change (either individually or by getting talent from across your service to work together).

The home needed a system for monitoring and evaluating the weights for the clients as the system they were using was not efficient. I implemented a chart with all the clients in the home. I'm now able to monitor that nutritional evaluation in the home is done effectively.



**Aspiring Manager, part of Skills for Care's Aspiring Manager** programme

Go to <u>www.skillsforcare.org.uk/developtalent</u> for more on 'Development opportunities'.