

HR12 · STEP 2 · INTERIM

Learning & Development Planning

Development Fit Assessment

Ranked assessment of learning options by relevance, effort-to-impact, and objective fit before a plan is drafted.

ABOUT THIS DOCUMENT

This is a **sample** deliverable from the **Learning & Development Planning** workflow (HR12) in AGASI AiOS. It shows the expected structure and tone. All names, numbers, and facts are **fictional**.

Development Fit Assessment

Employee Role: Senior Data & AI Consultant

Department: Data & AI Advisory — Applied AI Sub-Team

Organisation: Northbridge Advisory Partners

Inputs: Prioritised Development Objectives (this workflow), Development Resources Catalogue

Prepared By: L&D Manager, People Development

Date: Current development planning cycle

Assessment method

Each shortlisted catalogue option is scored 1–5 on **relevance** (to OBJ), **effort-to-impact** (time vs. expected gap closure), and **preference fit** (employee stated modes). The **weighted score** uses 40% relevance, 35% effort-to-impact, 25% preference fit.

Ranked options by objective

OBJ-1 — Executive communication

Option ID	Option	Relevance	Effort-to-impact	Preference fit	Weighted	Notes
CM-01	Six fortnightly 1:1 coaching sessions with assigned senior leader	5	4	5	4.65	Best match; wait list ~6 weeks — request early
FT-03	Advanced Data Storytelling (self-paced)	4	5	4	4.35	Strong supplement to CM-01; licence already available
CM-03	External executive coach	4	2	3	3.05	Excluded — eligibility and budget gates

Recommendation: Proceed with **CM-01** as primary; add **FT-03** in parallel from plan start.

OBJ-2 — Proposal and commercial writing

Option ID	Option	Relevance	Effort-to-impact	Preference fit	Weighted	Notes
SA-01	Proposal Co-Author Programme (named contributor)	5	4	5	4.65	Pipeline-dependent; stagger start month 2
SA-03	Client steering presentation rotation	4	4	5	4.35	Builds on OBJ-1 skills; schedule after first coaching block
FT-04	Professional Services Selling Skills	2	1	2	1.55	Discontinued — do not offer

Recommendation: **SA-01** plus **SA-03** sequenced as in the Targeted Learning Plan draft.

OBJ-3 — Sustained knowledge sharing

Option ID	Option	Relevance	Effort-to-impact	Preference fit	Weighted	Notes
SD-02	Community of Practice attendance + quarterly written artefact	4	5	4	4.35	Fits hands-on preference
SD-01	Northbridge Knowledge Hub publication	4	4	4	4.00	Pairs with SD-02

Recommendation: Bundle **SD-02** with **SD-01** deliverables.

OBJ-4 — Cross-practice relationships

Option ID	Option	Relevance	Effort-to-impact	Preference fit	Weighted	Notes
SA-02	Short-term secondment (alternate cycle)	3	2	2	2.45	Reserve if monthly check-in insufficient
Internal	Monthly cross-practice check-in (facilitated)	4	5	3	4.15	Lowest friction first step

Recommendation: Start facilitated **monthly check-in**; flag **SA-02** at mid-plan review if progress stalls.

Overall catalogue verdict

- **Selected bundle:** CM-01, FT-03, SA-01, SA-03, SD-02, SD-01, monthly cross-practice check-in.
- **Deferred:** CM-03, SA-02, FT-04.
- **Ready for:** Targeted Learning Plan packaging with sequencing and sign-off block.