

HR12 · STEP 0 · INTERIM

Learning & Development Planning

Prioritised Development Objectives

Gap-linked development objectives prioritized by severity, capability area, and employee career alignment before learning options are mapped.

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**.

Prioritised Development Objectives

Employee Role: Senior Data & AI Consultant

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

Organisation: Northbridge Advisory Partners

Source: Capability Gap Summary (HR11), current review cycle

Prepared By: L&D Manager, People Development

Date: Current development planning cycle

Summary

Objectives below translate each documented capability gap into a development outcome statement, ranked by composite priority (gap severity, role criticality, and stated career alignment). This artefact precedes mapping to specific learning catalogue entries in the Development Fit Assessment.

Rank	Objective ID	Source gap	Objective statement	Capability area	Career alignment	Composite priority
1	OBJ-1	GAP-1	Deliver executive-facing steering updates within time box, with structured Q&A handling, observed by a senior leader	Executive Communication	High — employee requested 1:1 coaching with a leader who presents to client leadership	Critical
2	OBJ-2	GAP-2	Produce Northbridge-standard proposal sections with at most one revision round on structure and risk language	Proposal & Commercial Writing	High — employee wants named contributing-author exposure on client proposals	Critical
3	OBJ-3	GAP-3	Sustain visible knowledge-sharing contribution each quarter without deprioritising during delivery peaks	Sustained Knowledge Sharing	Medium — prefers hands-on and peer formats over classroom	Moderate
4	OBJ-4	GAP-4	Establish repeatable cross-practice relationships outside Applied AI with named contacts and touchpoints	Cross-Practice Relationship Building	Low — not cited as top aspiration but supports long-term staffing flexibility	Standard

Prioritisation rules applied

- Severity:** GAP-1 and GAP-2 were rated High in the Capability Gap Summary; they surface first.
- Role criticality:** Executive communication and commercial writing are core to Senior Consultant delivery at Northbridge.
- Employee alignment:** Preferences from the Employee Development Preferences note favour coaching and stretch proposal work; OBJ-1 and OBJ-2 preserve that fit.
- Sequencing hint:** OBJ-1 and OBJ-2 may run in parallel after the busy-season window; OBJ-3 and OBJ-4 are structured as ongoing, lower-intensity commitments.

Exclusions (this cycle)

- External executive coaching (catalogue CM-03) excluded pending Principal eligibility and budget confirmation.
- Discontinued catalogue entry FT-04 (Professional Services Selling Skills) not carried forward.