

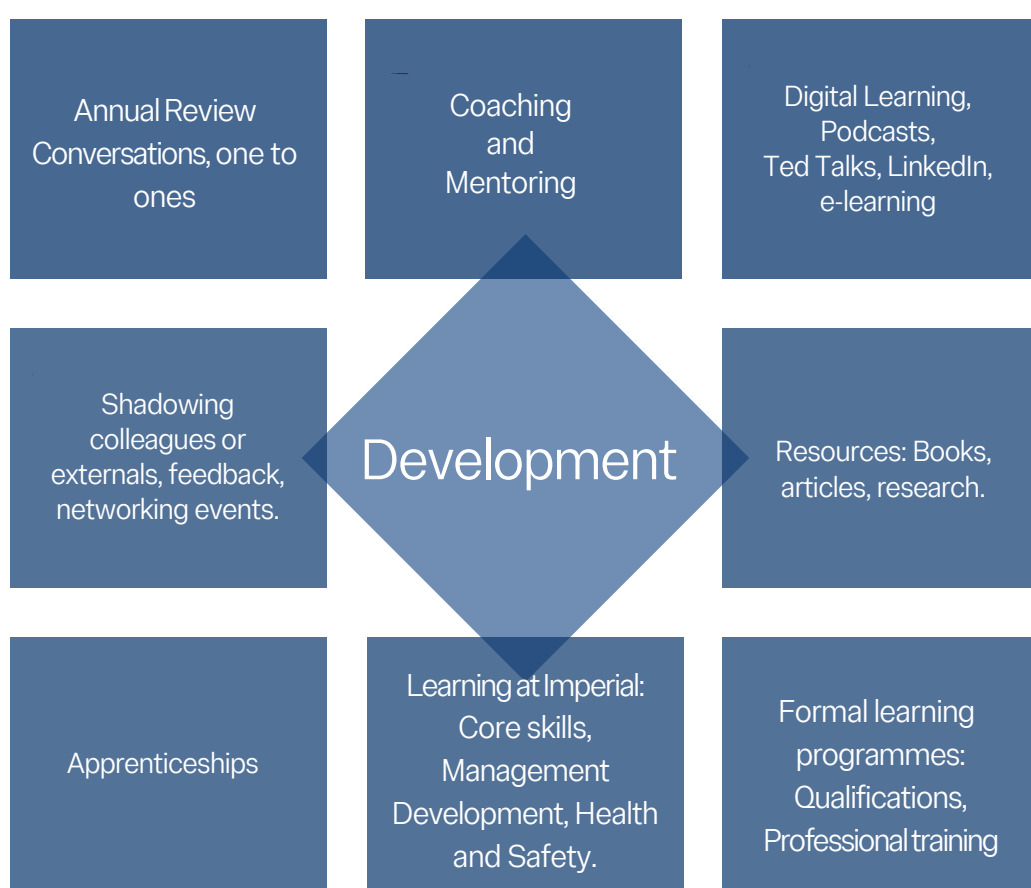
# Annual Review Conversation

## A Guide to Development

Professional development is an individual learning experience that strengthens skills, knowledge and capability.

Development takes place in many forms; it's not just happening during formal training or workshops. Instead, development occurs every day, and it's important to diversify your learning to enhance your overall development.

To prompt your thinking, the diagram below highlights examples of development opportunities and the activities you can engage in.

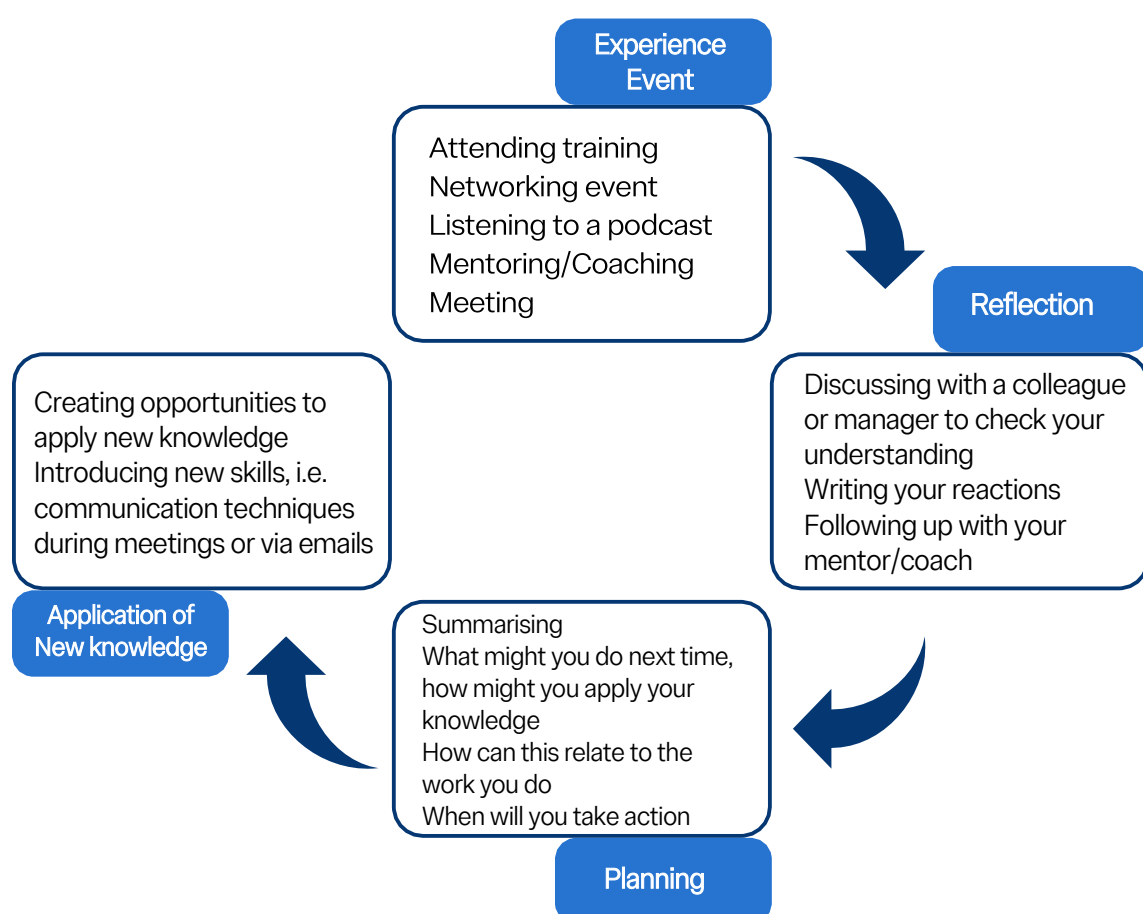


## Reflection

The items identified in the diagram above complement your everyday experiences and support your overall growth.

In every developmental experience, whether it's a training session, digital learning, an experience or a conversation, it's important to take time to reflect.

The diagram below can provide some structure to support your reflection.



Kolb's Experiential Learning Cycle (1974) offers a deeper overview of how we learn and apply our experiences, alongside many other recognised tools and models that support this process. Talent and Culture also support reflection and planning for your ongoing development, including the [Career Moves online toolkit](#) available on our web pages.

## Opportunities to support your planning

With so many development options available to you and an ongoing journey of learning ahead, it can help to focus your thinking with someone else. The Annual Review Conversation, along with ongoing one-to-ones are a good place to explore what is appropriate for you in relation to your job and your ambitions – and are in fact development opportunities too!

Outside of meetings with your manager, Talent and Culture has created '[micro-development sessions](#)' where any member of staff can book a short, one-off session with a member of the Talent and Culture team to discuss their development and identify development that meets them at their point of need.