DEVELOPMENT FOCUS & DEVELOPMENT PERIOD

Total Development Period : 10½ years

	Development Period 3 years		Development Period 4 ½ years	Development Period 3 years	
Focus	Leading Self	Leading Team	Leading Team	Leading Organisation	Leading Organisation
Level	ES 2.1 B.2 EB.3 2 years & Below	ES 2.2 B.2 EB.3 3 years & Above	ES 2.3 B.3	ES 1 Group 1/2/3	SES 3 Superscale C
Flagship Program 10 %	YEP	MMO	MMO	SGO	
20 % & 70% Development	Mentoring On-the-job tasks & assignments		Mentoring On-the-job tasks & assignments	Mentoring On-the-job tasks & assignments	

Continuous Assessments

- Entry Assessments
- Assessments while undergoing Flagship Program
- Mentor's Feedback
- Performance Appraisal
- CEP
- 360 Feedback
- 3PSA
- Assessment / Development Centre

MANAGING POTENTIAL LEADERS

SELECTION

- ES 2.1 B.2 EB.3 Below 2 years
- ES 2.2 B.2 EB.3 Above 2 years
- ES 2.3 B.3
- ES 1 Group 1/2/3
- SES 3 Superscale C

DEVELOPMENT

70 : 20 : 10 Model of Learning

Flagship Program : 10 %

- YEP
- MMO
- SGO

20 %

- Mentoring

70 %

- Projects
- Tasking
- Job Rotation
- Job Placements/
- Attachments

- Additional Program

ASSESSMENT

- Peer to Peer Review
- Facilitators Feedback
- Policy Proposal
- Community Engagement

- Mentor Feedback

- Performance Appraisal
- CEP
- 360 Feedback
- 3PSA
- Performance Based Budgeting
- Assessment / Development Centre

Analysis & Integration of Assessments

Feedback Mechanism