BLACKBIRD FOR TRAINING

# Professional Development and Performance Planning Course

12 – 16 April 2027
Tokyo (Japan)



# Professional Development and Performance Planning Course

**Ref:** 3224_153832 **Date:** 12 – 16 April 2027 **Location:** Tokyo (Japan) **Fees:** 5900 GBP

## Why This Course

In an increasingly competitive and fast-paced professional landscape, career growth requires more than experience—it demands clarity of direction, purposeful development, and a structured approach to improving performance. Professionals who proactively invest in their own development are better equipped to navigate challenges, seize new opportunities, and contribute more effectively to organizational success. Understanding how to set meaningful goals, plan strategically, and continuously refine one's skills has become essential for long-term career advancement.

The Professional Development and Performance Planning - Intensive 1-Week Program is designed for individuals seeking to elevate their career trajectory and strengthen their capability to lead their own growth. Participants will gain a comprehensive understanding of goal-setting methodologies, performance planning processes, and continuous learning strategies. Through exercises, self-assessments, and practical tools, this program bridges personal development principles with real-world workplace application—empowering participants to take ownership of their professional journey with focus, confidence, and strategic clarity.

## What You'll Learn and Practice

By the end of the course, participants will be able to:

- Develop a strategic and structured approach to professional development.
- Create SMART goals that align with personal career aspirations.
- Design effective performance improvement and action plans.
- Apply strategies for continuous learning and long-term skill growth.
- Align personal development priorities with organizational objectives.
- Strengthen leadership capabilities and mentoring skills.

## The Program Flow

### Day 1: Foundations of Professional Development

- Understanding the value and impact of professional development
- Conducting comprehensive self-assessments and skills analyses
- Defining career goals and long-term aspirations
- Aligning personal growth initiatives with organizational needs and opportunities



### Day 2: Goal Setting and Action Planning

- Creating SMART, measurable professional development goals
- Developing actionable strategies for career advancement
- Prioritizing key growth areas to maximize impact
- Designing a personalized professional development plan

### Day 3: Performance Planning and Management

- Understanding the principles and purpose of performance management
- Setting clear performance objectives and relevant KPIs
- Designing effective performance improvement plans
- Conducting productive and growth-oriented performance reviews

### Day 4: Continuous Learning and Skill Development

- Identifying critical skills needed for career progression
- Exploring various learning opportunities and development resources
- Cultivating a continuous learning mindset for long-term success
- Leveraging mentorship and coaching to support development

### Day 5: Leadership Development and Career Advancement

- Strengthening leadership and management capabilities
- Building and expanding a professional network
- Navigating career transitions, promotions, and new responsibilities
- Creating a long-term roadmap for career advancement and success

## Individual Impact

Participants will return with the ability to:

- Develop a clear, actionable professional development plan tailored to their goals.
- Apply structured goal-setting and action-planning techniques with confidence.
- Align personal growth efforts with organizational expectations and priorities.
- Continue advancing their skills through lifelong learning strategies.

## Organizational Impact

Organizations benefit through:

- Employees who are proactive, focused, and committed to their growth.
- Improved performance planning and talent development across teams.
- Stronger alignment between individual goals and organizational objectiv
- A more engaged, motivated, and future-ready workforce.



## Training Methodology

This intensive program blends conceptual understanding with practical application through:

- Self-assessments and reflection-based exercises
- Goal-setting and action-planning workshops
- Real-world case studies and performance scenarios
- Facilitator-led discussions that integrate theory with workplace practices

## Beyond the Course

Upon completion, participants will be equipped to manage their professional development more purposefully and strategically. They will return with practical tools, a personalized development plan, and the confidence to drive continuous improvement and long-term career success.

