## What Is A Partner Development Plan and Why Is It Important?

The Partner Development Plan is a partner-driven activity with shared responsibility among you, your manager and Starbucks. You create the plan and own it; your manager provides guidance and support - and Starbucks provides the systems and tools to bring this development to life.

**PDPs:**
- Increase engagement by providing individual focus, challenging growth experiences and ongoing support
- Develop functional skills and capabilities that improve performance
- Build the talent Starbucks needs for the future

## Resources

- Competencies
- Recent Feedback
- Previous Annual Reviews
- Job Descriptions
- MyLearning
- ThePartnerCafe
- Professional Organizations
- Seminars and Conferences

## 1. What Do I Want To Develop?

Use feedback from recent performance reviews and conversations you have had with partners you work with to determine your focus. Think about what is needed now, and in the future, and select two or three development areas.

## 2. How Do I Plan To Develop It?

Discuss your development ideas with your manager and identify activities, actions and experiences that will help to ensure your success. Work with your manager to identify experiences, assignments, people, tools and programs that can help support you as you develop.

## 3. What Will Success Look Like?

Identify the changes in behavior and capabilities you expect to achieve as you develop.

## 4. When Will I Complete This?

State a specific date or timeframe for when you expect to complete your development.

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Identification of either current or different positions does not constitute a contract for employment with Starbucks. Completion of this development plan is not a commitment by Starbucks for continued employment or promotion.