Professional Development Plan/SWOT Analysis

Strengths

- Experience leading and motivating in a workforce environment
- Experience working in teams
- Time management
- Clear and effective communicator
- Willing to relocate

My strengths will provide me with opportunities for growth as manager. Throughout my career as a trainer/depal point of contact I have been exposed to many different techniques and strategies for motivating and leading a team. As a trainer at Target Distribution Center, I have discovered how to effectively train new hires and provide refresher training to employees. During this training I developed the skills to clearly and effectively communicate to my coworkers, by teaching the
most efficient and safe techniques in the shipping department. I have also found that building relationships with your peers is very important to creating a team environment; it creates a family atmosphere and employees are more willing to cooperate. Lastly, I understand that management is a global industry and I am willing to relocate to meet company needs.

Weakness

- Goal/achievement oriented
- Too helpful
- Passionate about my work

I am currently working on each of my weakness in an attempt to transform them to strengths. As a trainer my fellow employees come to me for advice on employee best practice situations. I always make sure that I stop what I am doing to help my peers, because if I have trained them then they are a reflection of me. This is a weakness because sometimes I am unable to handle my own tasks. Instead of finding other resources to help the employee I try to handle the situation myself. Whenever situations like these come up, I have learned that it is sometimes best to ask a veteran employee or ask a supervisor for assistance. I am also very passionate about my work. When fellow employees are not performing at 100 percent production or are taking shortcuts I become disappointed. I have learned to assess the reasons why employees may not be at a 100 percent and provide them with feedback on ways to improve and resources to help them.

Opportunities

- Learn from managers in my field
- Career advancement
- Personal growth and development
• Willingness to adopt the companies brand

There are many different industries and levels in the management field. This will provide me opportunities for growth and personal advancement. As a trainer I have had the opportunity to work closely with managers. I have discovered that my managers have a wide range of experiences and knowledge that they are willing to share. I also found that when managers and employees adopt the company’s brands it creates a safe and productive workforce.

Threat/challenge

• Struggling Economy
• New Technology
• Obtaining degree while working fulltime
• New standards and regulations in the management field

Working fulltime and going to school fulltime has been a challenge. However, the most valuable experience I have had as a student is learning effective management and leadership techniques; then seeing them implemented at work on a daily basis. After obtaining my Bachelor of Business Management I plan to get my Master of Logistics and work full time as an operations manager. Continuing my education will keep me abreast with new standards and technology in the management field and also increase my marketability in a global workforce.