The Professional Development Program (PDP) is a tool created to assist you with your professional development, career growth and the completion of your annually required Individual Development Plan (IDP). The PDP is job and grade level specific outlining the competencies, knowledge, skills, abilities and learning elements required to increase job proficiency and to help you excel in your current position. Learning elements such as trainings, books, regulations and job aids are recommended to help develop competencies and overall job performance.

A Supervisor Console is available to supervisors to review and approve electronic IDPs.

Each PDP consists of the following Model Competencies:

- Business and Technical Proficiency
- Change and Continuous Improvement
- Communication
- Drive for Results
- Leading People
- Functional Proficiency (job specific)
- Supervision Model (supervisors only)

The PDP may be used to generate an automated IDP based on the learning elements selected, the training completed and the goals entered.

This tool enables supervisors and employees to plan together toward successful professional development.

For more information, contact your Garrison Customer Service Program Coordinator or the Academy at imcom.academy@us.army.mil or 210-466-1050.
MENTAL HEALTH ACADEMY SCHOOL FOR FAMILY AND MWR

PROFESSIONAL DEVELOPMENT PROGRAM

ASSESS
- Login to www.imcomacademy.com
- Update profile:
  - Confirm Supervisor
  - Confirm job title
- Select Professional Development Program
- Select Current PDP
- Learn the competencies

SELECT
- Preview Competencies
- Build 5-Year Development Plan
- Select Learning Elements
- Add:
  - Career Goals
  - Development Goals
  - Career Broadening Assignments
- Generate IDP and send to supervisor

GROW
- View Current IDP
- Review IDP with Supervisor
- Gain IDP Approval
- Review Goals
- Implement Learning Elements