مستشفى الملك فيصل التخصصي ومركز الأبحاث
King Faisal Specialist Hospital & Research Centre
Gen. Org. مؤسسة عامة

Project Name
Individual Development Plan (IDP) and Performance Improvement Plan (PIP) Project

Site	Department
Riyadh	Performance and Management Development

Project Status	Project Start Date	Project End Date
Completed	01-01-2017	12-31-2017

Problem: Why the project was needed?

With the use of the individual Development Plan (IDP), employees will have the opportunity to identify their career aspiration road map and self-enrichment. IDP measures needed development areas periodically, which will increase employees' motivation, involvement, and continued growth or development; on the other hand, with the use of the Performance Improvement Plan (PIP), employees will be able to determine learning needs and required corrective actions to increase/ improve their current performance in order to meet their objectives.

Click or tap here to enter text.

Benefits/Impact: What is the improvement outcome?
(check all that apply)
☐ Contained or reduced costs
☐ Improved productivity
☒ Improved work process
☐ Improved cycle time
☐ Increased customer satisfaction
☐ Other (please explain)
   Click or tap here to enter text.

Aims: What will the project achieve?

To improve the Individual Development Plan utilization up to 100% by the end of

Quality Domain: Which of the domains of healthcare quality does this project support?
*(Select only one)*
Efficient

Measures: Performance metrics to be evaluated	Targets: Expected outcomes
IDP utilization (%)	100%

Interventions: Overview of key steps/work completed

- Development of the PIP and IDP forms, get them approved to be ready for use by the end of 2017.
- Publishing the APP – 5305 which explains and regulates the practice, use and mechanisms of these tools.
- Announcement of the IDP and PIP forms in the "1st Performance Management Awareness Day".

Results: Insert relevant graphs and charts to illustrate improvement pre and post project
(insert relevant graphs, data, charts, etc.)

IDP Utilization Hospital Wide by End of 2017

0%	100%
Before project initiation	**After project initiation**
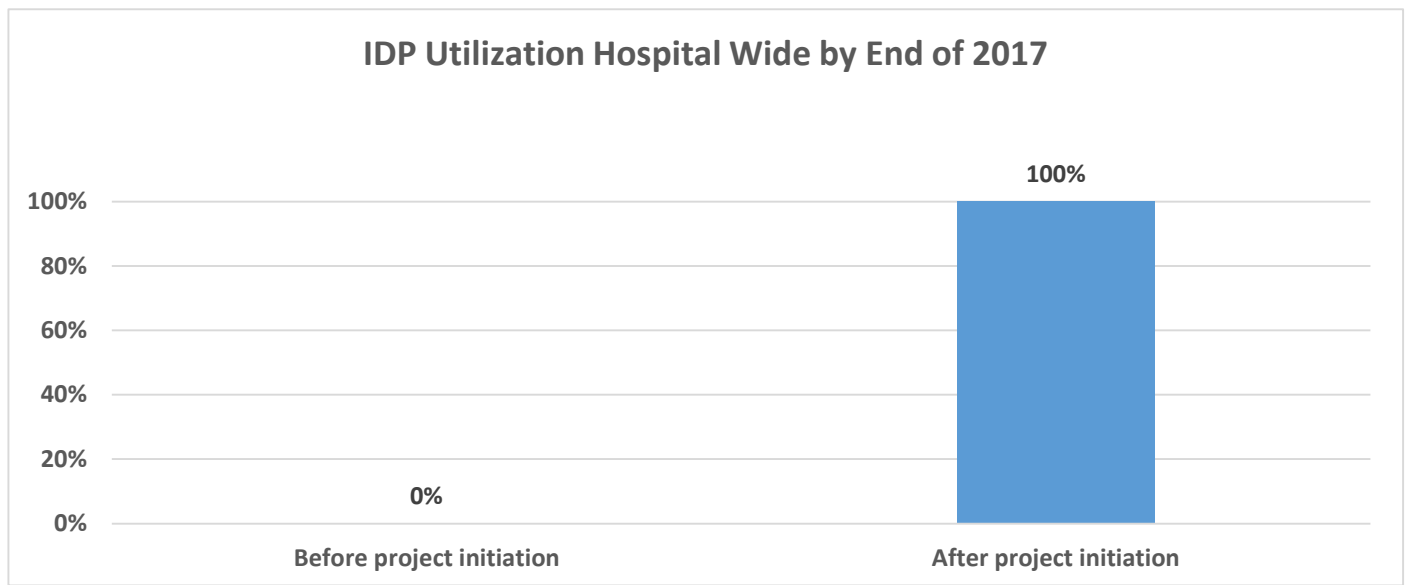
Project Lead	Team Members
Name *(person accountable for project)*	**Names** *(persons involved in project)*
Dr. Abdulaziz Alshgeri, Head, Performance and Management Development, Management and Policy Development Division.	- Angela Martim, Specialist, Performance and Reward Management, Performance and Management Development Department, Management and Policy Development Division. - Osama AlSadiq, Senior Analyst, Performance and Reward Management, Performance and Management Development Department, Management and Policy Development Division. - Haiam Abdulrahman, Performance and Reward Analyst, Performance and Management Development Department, Management and Policy Development Division