

**Team
Member**

Peter Clitheroe

Notes: PC to populate
with all thoughts and
ideas still

Manager

Coach:

What is an Individual Growth Plan

Your individual development plan (IDP) should outline your personal and professional goals and act as a guide on how you will help yourself to fulfil your defined goals. The areas for development you identify should be important for GitLab and your career.

This should be looked upon as a working document, you cannot complete an Individual Growth Plan. You can only add to it over time. IGPs should also be about you, the person and not about the job you do or the targets you are set. Attaining quota is not an IGP objective.

Goal Setting

In order to begin, consider setting yourself the following:

1. Goal within your personal life you wish to attain
2. Goal within your current job role you wish to attain
3. Goal within the current Financial Year you wish to attain

You may want to discuss this with your manager, a trusted colleague or with someone who is doing that role now.

An ongoing activity should be to review your goals (once a quarter is sufficient) allowing you to course correct back towards your stated goals or adapt your goals to suit your new direction.

You should consistently look to add new activities to your IGP to track your progress and development on topics that relate to you and your personal development.

When populating your plan, focus on your newest and therefore open activities towards the top, showing the completed activities as you process further down.

Remember: You get out of your personal development what you put in. This plan is here to guide you and be your single source of truth

Activity Topic	Action Steps Measurable & Achievable	Manager/Peer Support	Success Measures Focus on Results & Milestones	Timeframe
External Self Learning	Self education on topics relating to my job and my future knowledge	Issue approval on B. Economics Finance	<ol style="list-style-type: none"> Online AI Micro Learning for GCP AWS Cloud Practitioner Behavioural Economics Booth Leading with Finance HBS 	H2
Capturing my Successes	Monthly review of the output of my activity in meaning to people and GitLab	Alison Mc Comi...	<ol style="list-style-type: none"> Tracking and documenting the feedback I get from individuals whom have benefitted from the work I have undertaken 	Ongoing - tracked month
Personal discovery on Personal Resilience: Direct & Tough Leadership	Coaching from Manager within 1:1	Benjamin Caller	<ol style="list-style-type: none"> Break down of sections aligned to The Golden Rule: Inside Out Development Understand my areas for resilience development Understand my approach to building High Performance teams 	Begun at Half of FY - programme of discover in H2 FY24
Focus on gaining collaboration within a messaging journey (1:1 doc from 23-4-28)	<ol style="list-style-type: none"> BC introduced topic PC to review ongoing projects against thought theory 1. 	Benjamin Caller	<ol style="list-style-type: none"> How structured have I been against this in the past? Where is my gap in facilitation Pick one new project and run with this in mind: High Performance Development 	Q2 test and

Increasing DIB Participation in EMEA	<ol style="list-style-type: none"> 1. Create Survey 2. Contact EMEA 3. Analyse results 4. Seek step one? 	Nabitha Rao Nabitha Rao Diane O'Neal	Getting a % completion on the survey feedback Getting workable data points to review 1. Mail sent, responses back. Review as part of Elevate course	Q2 planning to start new in H2
Project Eleanor	Manage the Epic and facilitate the Pillar calls	Benjamin Caller Benjamin Caller Ally Frusciano	The incremental improvement of the customer and visibility to all. The correction of miss-communication, poor and creation of structure	Ongoing
Channel engagement (Issues in Issue Board)	Growth of SMB Focus Indirect Renewals Indirect Growth	Benjamin Caller Benjamin Caller Adam Woolford Michał Kułakow... Bastian van der...	50% of renewals across the year through a partner 75% AE Assisted FO through channel SMB strategy within each partner	ongoing - markers later
AE Onboarding	Published learning journey from arrival to competence within 90 days	Alex Venter Alex Venter Cristian Enache Harald Roscher Lisa van de Kooij	<ol style="list-style-type: none"> 1. Defining the standard company onboarding 2. Implementing the learning journey 3. Communicating standards and processes 4. Implementing a feedback loop 	Q2 FY 24 and publish for the
SMB AE Career journey	Linked to above: from competence to attrition from SMB with hurdles for development tracking	Alex Venter Alex Venter Cristian Enache Harald Roscher Lisa van de Kooij Helen Mason Julien Le Postec	<ol style="list-style-type: none"> 1. Defining the standards and learning hurdles 2. Defining the route to promotion - job title, salary, skill set 3. Defining the career paths 	H2 FY 24 for and publish for FY
SMB to ...	Linked to above: defined routes for attrition: Exit	Harald Roscher Harald Roscher Lisa van de Kooij Nima Badiy	<ol style="list-style-type: none"> 1. What are the alternative career paths for an SMB AE 	H2 FY 24 for and publish for FY

	Promotion: MM, DR Management, Alliance, Channel, Technical	Matthew Cough... Jean-Baptiste L...	2. What is the learning experience for an E 3. What is the networking experience for an E 4. What is the promotion criteria 5. What is the application criteria for each le	
ASM Onboarding	Workflow coverage of the systems & processes Proactive customer engagement on calls	Nick Christou Nick Christou Cristian Enache Misty Martin-Zi...	1. defined issue with the activities in order of importance and specificity 2. Speed to ramp in role 3. Quality of customer engagements	H2 FY 24 for n and publish for FY
Coach the Coach	Define the plan to coach AEs Define the routine and cadence of candidates	Cristian Enache Cristian Enache Lisa van de Kooij Harald Roscher	1. Es deliver support to DRs during pre role aching 2. AEs to deliver support to AEs during boarding 3. Measures of quality to be defined - look to and match the AE onboarding journey	Pilot launched in nd implement in H2
Asset Branding	What is the FO story we want to tell What is the customer journey we want to map out	Ellie Hickson Ellie Hickson Constantin Pahl Bartosz Trzcinski Arynn Larson Adam Mittner	1. reation and release for feedback 2. Implementation by key AEs for trial runs with customers 3. Flexibility to personalise per needs of AE 4. Adoption by all SMB EMEA, SMB AMER nd possible MM	Completed and n Q2 FY 24
What's your Superpower	Define the list of SuperPowers we wish to showcase Engage with AEs to showcase	Nick Christou	1. an and define over 2 x calls 2. Record once a month 3. Complete a branding exercise across ommercial 4. Track the engagement in HighSpot	Release once every k starting in Q2 FY Paused with of Nick Christou