

# **TMPD Individual Training Plan**

<Name> LEARNER: First Nation: <FN>

### 1.0 Individual Knowledge Path Goals

The TMPD Knowledge Path is a valuable tool that can be used to inform, expand, and support your learning goals. Identify your learning needs to strengthen your core land governance competencies that lead to the growth and advancement in your knowledge, successes and effective governance approaches over your community lands and resources.

With permission from the learner, the TMPD team has added <<u>Name>'s</u> Land Governance Professional Reflections (which will be pulled from the Knowledge Paths Tool database).

#### Land Governance Professional Reflections

What training and professional development knowledge do I need to support my community's land governance objectives?

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What training and professional development knowledge do I need to advance my own career?

#### Identification of Training and Professional Development Needs

Based on my reflections, I feel my training and professional development needs are:

- Goal 1 -
- Goal 2 -

#### **Establishment of Land Governance Knowledge Goals**

Based on my training and professional development needs what goals am I setting for myself over the next year?

- Goal 1 -
- Goal 2 -

#### **Resource Links:**

- TMPD Knowledge Paths Tool PRESENTATION
- TMPD Knowledge Sharing Services PRESENTATION
- TMPD Knowledge Sharing Services HANDOUT

#### My goals are related to the following:

Goal 1	Land Governance Perspective	•
	Knowledge Focus Area	•
	Learning Component	•
Goal 2	Land Governance Perspective	•
	Knowledge Focus Area	•
	Learning Component	•

What types of knowledge activities could assist me in achieving the goals I have set?

Goal 1	Organized Activities	•
	Independent Activities	•
Goal 2	Organized Activities	•
	Independent Activities	•



## 2.0 Initial Discussion

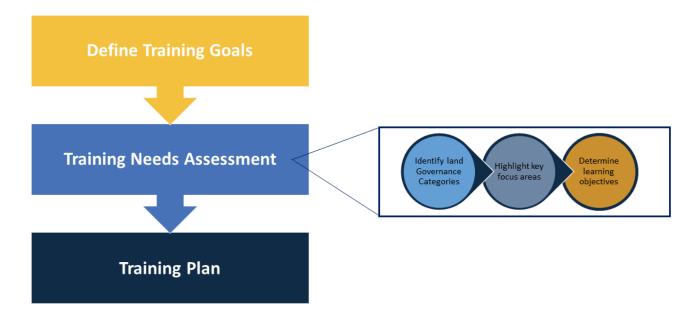
After speaking with <name> on <date>, the following key areas were discussed for focused training.</date></name>				
FOLLOW UP				

## 2.1 Learning Type

Identifying your learning type can assist with determining the approach to training (online, in -person, etc.). To identify your individual learning type, take our Learning Type quiz here.



Once the training goals have been defined, we will proceed through the process outlined in the graphic below. The training needs assessment will identify land governance categories of interest, highlight key focus areas within each category, and determine individual learning objectives. Once learning objectives are identified, we will proceed to the development of the individual training plan.



## **3.0** Training Needs Assessment

Further to our joint meeting, using the Land Governance Office Strategic Planning Guide as a reference, the following categories and focus areas have been identified as training needs in the chart below.

Which Lands Governance subject do you want to focus?	What area(s) do you want to focus on within the chosen land governance area?	Based on your priority, which activities do you need training and support?	ldentify proficiency level required	Rate priority from 1-3 (1 is low priority and 3 is high priority)
Core Competency	Key Focus Areas *	Learning Objective	Required Level	<b>Objective Priority</b>
<ul> <li>Lands Administration</li> <li>Land Governance Authorities</li> <li>Information Management</li> <li>Human Resources</li> <li>Financial Management</li> <li>Communications</li> <li>Law Development</li> <li>Environment</li> <li>Natural Resource Management</li> <li>Planning</li> </ul>				
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Human Resources		
Financial Management		
Communications		
Law Development		
Environment		
Natural Resource		
Management		
Planning		

Knowledge Perspectives Legend:	Governance	Compliance	Management
Core Competencies & Key Focus Ar 1. Lands Administration	reas * 2. Land Governance	3. Information Management	4. Human Resources 5. Planning
<ul> <li>Strategic planning</li> <li>Policies &amp; procedures</li> <li>Managing Rights &amp; Interests in Lands</li> <li>Surveys</li> <li>Other</li> </ul>	<ul> <li>Authorities</li> <li>Legislation (scope of authority)</li> <li>Traditional Knowledge</li> <li>Environmental Governance &amp; protection</li> <li>Cultural Heritage Governance</li> <li>Other</li> </ul>	<ul> <li>Records management</li> <li>Land development &amp; administration</li> <li>GIS data management</li> <li>Other</li> </ul>	<ul> <li>Organization planning</li> <li>Strategic and succession planning</li> <li>Staff training and development</li> <li>Capacity needs assessments</li> <li>Project Management</li> <li>Other</li> <li>Environmental Planning</li> <li>Land Use Planning</li> <li>Traditional &amp; Cultural Mapping</li> <li>Climate Change</li> <li>Mapping &amp; GIS</li> <li>Other</li> </ul>
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<ul> <li>6. Financial Management</li> <li>Budgeting</li> <li>Reporting</li> <li>Financial Planning</li> <li>Other</li> </ul>	<ul> <li>Communication</li> <li>Community engagement</li> <li>Communication plans</li> <li>Other</li> </ul>	<ul> <li>8. Law Development</li> <li>Enforcement &amp; Dispute Resolution</li> <li>Law Compliance</li> <li>Law Harmonization</li> <li>Law approval/management</li> <li>Other</li> </ul>	9. Environment       10. Natural Resources         • Environmental Protection       • Natural Resources Governance         • Environmental Site Assessments       • Natural Resource Management         • Environmental Planning       • Natural Resource Management         • Environmental Planning       • Water         • Other       • Minerals and Aggregates         • Other       • Other
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## 4.0 Training Plan

Once we have identified training needs, we can draft a plan and determine learning activities that will assist you in reaching the specific objective.

Learning Objectives	Suggested Learning Activities	Learning Method	Who is Involved?	Target Date

# 5.0 Recommendations/Gap Analysis

Outside resources &/or other areas of focus for TMPD to build resources: