

Development Planning Steps

1. Align to the organization, Region, District/Division, and new sales person's **Goals**
2. Look to the **Sales Competencies** (skills, knowledge essential to performing at an acceptable level; what good should look like) to guide development actions
 - Product or service knowledge
 - Sales Skills
3. Build the **Development Plan**—What to Consider
 - Previous Sales Experience
 - Strengths and areas for development
 - Productivity timeframe –when do you expect results, and to what level?
 - Your goals & objectives/sales targets
 - Their goals & objectives/sales targets

FOCUS on 1 to 2 competencies or behaviors!

4. **Planning Their Development**
 - Plan together
 - Record on a company-sanctioned document
 - Schedule uninterrupted, one-on-one time
 - Have development activities in mind

Development Resources

- Corporate or company initial training program
- Field Trainer
- Mentor
- Your Coaching
- Self-directed learning

Additional Development Resources to Guide Self-directed learning (You and Them)

Coaching

- Fred Pryor Seminars –seminars, CDs, Videos, on-line, on-site training; www.pryor.com 1 800-556-3012
- Book -Leader As Coach –authors: David B. Peterson, Ph.D & Mary Dee Hicks, Ph.D
- Book –Development First –authors: David B. Peterson, Ph.D & Mary Dee Hicks, Ph.D
- Crisp Fifty-Minute Series books: www.courseilt.com 800 442-7477

Sales –Developing Sales Competencies

- Achieve Global –Professional Selling Skills program. www.achievegloabl.com
- Tape Rental Library www.trlonline.com
- Crisp Fifty-Minute Series books www.courseilt.com 800 442-7477