**Employee’s development**

* It is a process or set of planned activities that will help an individual, overtime, to develop to their full potential.
* Development is directed towards future needs rather than present needs, and which is concerned more with career growth than immediate performance. In other words, Development is future oriented; it involves learning that is not necessarily related to the employee’s current job
* Development focuses on enhancing a learner’s self-esteem and sense of identity. It involves elements of discovery, reflection and change. It may occur in an organizational setting or it may be a more personal set of activities.
* When we refer to development in an organization, we are primarily concerned with the growth, and advancement of employees.
* Development requires an openness and willingness to learn from experience.
* People are the most valued resource and, in line with this philosophy, **the following principles are considered important in the context of development:**

1. *Individuals have ownership of development*
2. *Development is a flexible, and not always systematic, process*
3. *Development requires an openness and willingness to learn from experience.*
4. *Experience is a central part of the development process.*