

# Individual Development Plan (IDP) - An Investment in Yourself and the USGS

---

Employee Development is one of the most powerful tools managers have for increasing employee engagement, innovation and productivity. The conversation is essential and is often lost because of time and other commitments.

In this 1 hour webinar, you will be given tools to help enhance the Individual Development Planning (IDP) Dialogue. You will receive resource guidelines on how to make the conversation essential.

## Kathy Faison

---

Kathy Faison is the Supervisory Development Program Manager at USGS and works in the Office of Organizational and Employee Development (OED). She has worked at the USGS for 9 years. Prior to joining the federal government, she worked as an Employment Specialist in Human Resources and a Region Employee Development Administrator in the private sector. She also worked in the Equal Opportunity field while on active duty with the Air Force. She has used the Myers-Briggs Type Indicator (MBTI) extensively for both one on one career development counseling and team building. She holds the Master Practitioner Certificate for the MBTI, a Bachelor of Science in Business Administration and a Masters of Arts in Management.

## Pam Marsters

---

Pam Marsters is the Strategic Employee Development Consultant at USGS and works in the Office of Organizational and Employee Development (OED). Pam's passion lies in helping employees reach their greatest potential through numerous career development activities. Pam has been working in OED from its creation in 2000. She brings a wealth of experience and talent to her current position. Pam's diverse experience includes positions as a Management Analyst, Administrative Officer, and Human Resources Officer, all at USGS.

Pam has a Bachelor of Science Degree in Business Administration from University of Maryland and a Masters of Arts Degree in Human Resource Development from Marymount University. She also holds a Senior Professional in Human Resources (SPHR) Certification and is also certified to administer the DiSC and Strength Deployment Inventory (SDI) assessment tools.