

## OpsPilot

# Professional Development Roadmap — User Manual

Structured Individual Development · AI Engineering Co-Pilot

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**What this guide covers** — what an Individual Development Plan is, how the OpsPilot module builds one, what to have ready, and the output you receive.

## 1. What is a development roadmap?

An Individual Development Plan (IDP) is a structured map of how a specific person grows in their role and career — built on the insight that development is mostly not classroom training. The recognised 70-20-10 model holds that about 70% of growth comes from challenging on-the-job experience, 20% from exposure to others (mentoring, coaching, feedback) and only 10% from formal education. A good IDP therefore reaches for stretch assignments and mentoring first, and courses last — the opposite of the “send them on a training course” reflex.

OpsPilot builds it to *ISO 30414 (human-capital reporting)*, *the 70-20-10 framework*, *the ATD and AHRM capability models*, and *the Engineers Australia CPD framework*. It complements the skill/will analysis that decides who needs which kind of development.

## 2. What the OpsPilot module does

Role	Responsibility
 <b>AI Coach — People Leader (OpsPilot)</b>	Builds a defensible IDP — current-state capability, development goals, and a 70-20-10 plan that weights experiential and exposure-based development ahead of formal courses, with measurable milestones.
 <b>Individual / Manager / HR Partner (you)</b>	Provide the individual's role context, career direction, current capability and the opportunities realistically available — and own the commitments the plan makes.

## 3. What you will be asked — have this ready

- The individual — their role, experience and career direction.
- Their current capability and the gaps to the next step.
- The stretch assignments, projects and mentoring realistically available (the 70 and 20).

- Any formal qualifications or CPD requirements (the 10).

## 4. What you receive — the output

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A complete Individual Development Plan (Word): the current-state capability, the development goals, and a 70-20-10 plan — experiential assignments, exposure/mentoring, and formal education — with measurable milestones and review points.

## 5. Worked example (illustrative)

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A capable maintenance planner who wants to become a reliability engineer. The reflex is “enrol them in a reliability course.” The 70-20-10 plan inverts that: the 70% is experiential — lead the next bad-actor elimination, own an FMEA, run a criticality assessment on a real unit; the 20% is exposure — mentoring from the senior reliability engineer and sitting in on RCAs; the 10% is the formal course or certification. The course alone would teach the theory; the stretch assignments are what actually build the capability, with the course reinforcing it. Each element has a milestone so progress is visible, and the plan is reviewed rather than filed and forgotten.

## 6. Getting the best result

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- **Lead with experience.** The 70% — real stretch assignments — is where capability is actually built.
- **Use mentoring deliberately.** The 20% (exposure to others) is powerful and usually under-used.
- **Put courses in proportion.** Formal education is the 10%, not the whole plan.
- **Set measurable milestones.** A development plan without checkpoints quietly becomes a wish list.

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