

Health Leadership Personal Development Plan by ธนยุทธน์ ปังเส็ง

This assignment provides an opportunity for you to reflect on the self assessment task in Module 2, and to build on your thoughts from your journal entries throughout the course. This task is in two parts because an important skill for all leaders is the ability to both give and receive feedback. In Part One, we ask you to create a Personal Development Plan. In Part Two, you need to peer review two submissions from other participants in this MOOC. You will provide feedback on these submissions using a rubric, as well as provide qualitative comments.

Answer the questions below when you are considering your own leadership competence.

Note: There are no references required for this task.

Personal Development Plan Assessment Criteria:

Identifies a leadership competency which they want to work on

Explains why this is a priority for their development

Identifies at least three steps they will take to develop their skill

Provides measures of how they will know if they are improving

Submission requirements:

- Written in English.
- Your overall response should be approximately 300-500 words
- Deadline whenever it occurs. (Depending on which offering is used.)

You will need to view and grade your peers' submissions using the feedback scheme below. Below the submission text box on this page, you will see the feedback scheme. It is used in evaluating others' submission. You will need to select the scores and descriptions that best describes the work based on your evaluation. (Max. score is 30)

You also need to provide written feedback based on the two prompting sentences provided below.

When reviewing the work of others, please consider and complete these two statements:

1. The thing I like most about this personal development plan is...
2. This personal development plan could be further developed by...

Please be sure to click 'Submit' after every evaluation.

1. Which leadership competency would you like to further develop? Use the table below from the Self-Assessment task in Module Two - Know Thy Self to identify your priority for further development.

"Managing yourself and your impact on others"

2. Why is this leadership competency a priority in your current role or for your future development as a leader?

The role that I work in involves a heavy, almost constant interaction with others. Within these interactions there are several facets to be considered:

- The impact of my actions on fellow colleagues
- The impact of interactions with colleagues on me
- The impact of our interactions on the patient
- My individual impact on the patient
- The impact of the patients on me

Interactions with these groups are important for several reasons and make change and innovation easier and more accepted:

- Positive interactions enable trust to develop and with trust patients are able to be open and honest to their benefit in treatment because this allows me access to further information to enable their care.
- Trust between colleagues that develops with positive interactions, eg: nursing staff, allows work to flow more easily and hence more information regarding patients' status to go between doctor and nurse with the ultimate benefit being for both patients and staff.



3. Identify at least three actions you will take to develop your competency in this area. For example, do you plan to ask your peers for feedback; take a course; or seek a mentor?

- Using different approaches for recurrent situations and evaluating which of these produces the best outcome
- Regular meetings with my educational supervisor to discuss specific situations that arise in the course of my job including opportunities for improvement at a personal, professional and structural level
- Ongoing continuous professional development in the form of educational opportunities such as this course

4. How will you know you are improving? Outline two or more ways you will measure and evaluate your development as a leader. For example, will you complete a self-assessment again in 12 months' time? Or seek feedback from a peer or mentor about your development?

- Ongoing feedback and evaluation from more senior colleagues on a regular basis in the form of formal progress reviews
- Self-reflection and introspection on a regular basis in consultation with other colleagues on a more informal and frequent basis

