

Rising Leaders

My Leadership Development Plan



My Leadership Development Plan

	MY FOCUS	MY ACTION PLAN
KEY STRENGTH	Note which of the six attributes is your greatest current strength from the perspective of people who most need to accept you as a leader (choose one):	<p>Next, think of two practical, day-to-day ways to use this strength to support the team or initiative you lead. Think of ways you can most visibly demonstrate 1-2 of the behavioral indicators.</p> <p>I'll use my key strength to...</p> <p>I'll use my key strength to...</p>
FIRST IMPROVEMENT	<p>Refer again to your self-assessment and note below one “growth area” attribute where you believe you need the most development:</p> <p>Now focus your improvement effort further by selecting one of the five behavioral indicators for the attribute you want to develop (e.g., you chose to focus on Far-sighted and rated “sees past obstacles” as a 1 currently). Write that indicator below:</p>	<p>Initial ideas for how I can more clearly and consistently demonstrate the behavior:</p> <p>Seeking Help from a “Wizard”</p> <p>Who to ask and why:</p> <p>How I'll ask:</p>

Accepted Leader Attributes: Behavioral Indicators

FARSIGHTED

- See possible futures that are good for the enterprise
- Articulate their vision in a compelling and inclusive way
- Model their vision
- See past obstacles
- Invite others to participate in the vision

PASSIONATE

- Commit honestly
- Make a clear case without being dogmatic
- Invite real dialogue about their passion
- Act in support of their passion
- Remain committed despite adversity and setbacks

COURAGEOUS

- Make necessary, tough choices
- Put themselves at risk for the good of the enterprise
- Do things that are personally difficult
- Take full responsibility for their actions
- Admit and apologize for mistakes

WISE

- Are deeply curious; they listen
- Assess situations objectively (fair witness)
- Reflect on and learn from their experience
- See patterns and share their insight with others
- Act based on what they believe to be morally right

GENEROUS

- Assume positive intent
- Share power and authority
- Share what they know
- Freely give credit, praise, and reward
- Provide the resources necessary to succeed

TRUSTWORTHY

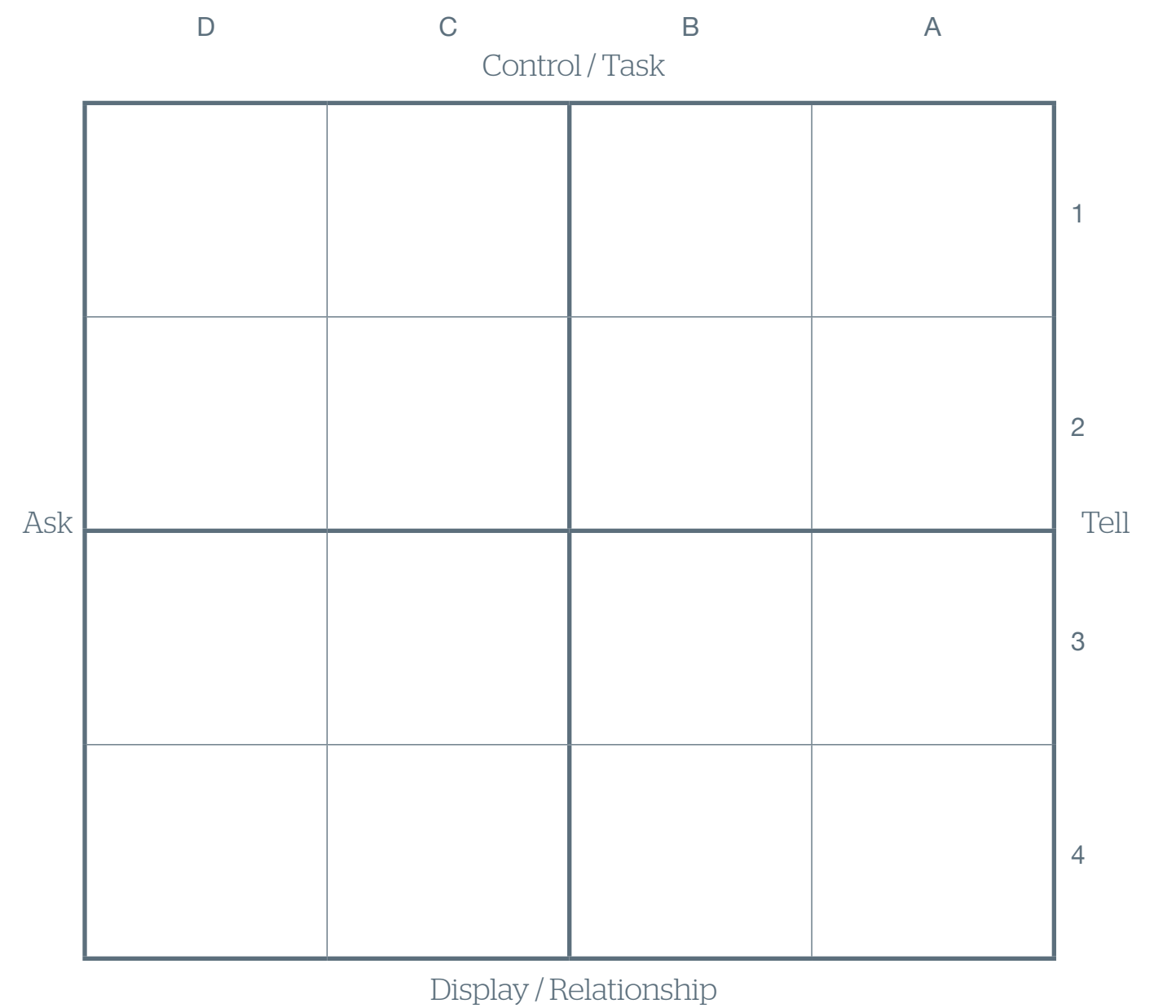
- Tell the truth as they understand it
- Do what they say they will do
- Keep confidences
- Speak and act for the greater good
- Are capable and get results

What Is

WHAT IS	My Key Strengths	My Key Weakness/Growth Areas

WHAT IS	Other Factors Impacting My Leadership Development (External to Me)	
	Positive/Helpful	Negative/Challenging

My Style Map



My Being Strategic Plan

My Challenge: **How can I** _____?

WHAT IS	My key strengths	My key weaknesses/growth areas
	Other current factors impacting my leadership development	
	Positive/Helpful	Negative/Challenging

WHAT'S THE HOPE

My time frame is:

Most important elements of my hoped-for future:

WHAT'S IN THE WAY

Key internal obstacles to my success
(within me)

Key external obstacles to my success
(around me)

WHAT'S THE PATH — STRATEGY

Strategy #1:

Strategy #2:

Strategy #3:

Strategy #4:

WHAT'S THE PATH—TACTICS	What	Who	When
	Tactics for Strategy #1		
	Tactics for Strategy #2		

WHAT'S THE PATH—TACTICS	What	Who	When
	Tactics for Strategy #3		
	Tactics for Strategy #4		

“Ninety percent of leadership is the ability to communicate something people want.”

—Dianne Feinstein
