

Sample Leadership Development Action Plan

To utilize this development plan within a proven process improving insight, empathy and effectiveness read *Fearless Feedback: A Guide for Coaching Leaders to See Themselves More Clearly and Galvanize Growth*. www.fearlessfeedbackguide.com

LEADERSHIP DEVELOPMENT ACTION PLAN (based on stakeholder feedback) (Identify what aspects of the feedback were most useful/resonated that you want to capture and act on below)		
Strengths (keep doing) (Describe stakeholder feedback which speaks to your strengths and what you want to keep doing)	Areas of Opportunity (start doing/stop doing) (Reflect on the feedback about growth opportunities; then identify what you want to start or stop doing for ongoing development)	
Aspirational Vision (desired future)	Accomplishments to Date (List those which reinforce skills & potential)	What Are You Passionate About?
Short-term Development Plan (High-level list of actions to consider taking, including behavioral changes, mindset shifts, skill acquisition or refinement)	Obstacles (Identify what might get in the way of accomplishing your goals. Reflect: What's going to make this development plan hard to do?)	

Specific Short-Term Development Goals	Impact of Achievement	Actions to Take (SMART goals) (Specific, Measurable, Attainable, Relevant, and Time-bound)	Resources/Support Required (List resources needed: people, systems, processes, books, models, money, etc.)