Personal Leadership Development Plans

Purpose: The purpose of this resource is to provide a structure for defining a personal leadership development plan.

Intended Audience: Aspiring and practicing leaders.

Time Needed: 40–50 minutes.

Materials: Planning templates, assessment results.

Review of Key Concepts: A well-defined plan for personal leadership development is driven by a clear purpose, informed by a comprehensive assessment of readiness for learning, and structured to include rich experiences aligned to support personal and professional goals. Identifying personal and professional goals is an important step in designing a Personal Leadership Development Plan.

DIRECTIONS FOR DEVELOPING A PERSONAL LEADERSHIP DEVELOPMENT PLAN

Step 1: Clarify and Confirm the Context

Identify your professional leadership aspirations. Review your personal purpose statement and consider it in the context of aspirations. Use the following questions to guide this step in the process:

1 What is your purpose?
2 How will your professional growth and leadership aspirations strengthen your purpose?

Step 2: Analyze your Competence and Confidence

Consider the reflections you completed related to the Personal Learning Continuum and the reflective self-assessments completed for the **Instructional**, **Adaptive**, **and Transformational Leadership** modes. Review your Interpersonal Leadership Dispositions Assessment. Use the following questions to guide this step in the process:

1 In which areas are you consciously incompetent or competent? Are there areas where you may help reflecting on your practice to confirm your level of competence? If so, make a note of areas you can explore with an informed colleague or mentor.
2 Describe your strengths and areas for growth related to each of the leadership modes.

Step 3: Define Personal Leadership Development Goals and Actions

Your Personal Leadership Development Goals should focus on *your* learning. The thinking that goes into defining these goals will begin with thinking about what you want to learn and will be informed by the preliminary planning steps completed as you set the context for your plan. Use the questions below to frame your goals and the related actions for implementing and monitoring your plan:

1 What do I want to learn?
2 What do I need to do? How can I learn it?
3 What support and resources will I need?
4 How will I measure success?
5 When will I check my progress?

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