

# *Promotion, development, support - for leaders with disabilities*

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## **My Personal Leadership Development Plan**

### **Consolidating my skills and gaining confidence using them.**

You've been working on your leadership development for a while now and its time to get out there and start using the skills and expertise you've grown. This is the time to focus on your leadership career really taking off.

Everyone can have an annual leadership development plan. Its easy!

Follow these simple steps to get your basic plan underway. You can add to your plan with courses and specific training to further advance your skills and knowledge, depending on your current focus and how much time you have available.

Year:

Name:

Review date (*one year from now*):

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### **My current leadership goal is:**

Now that you are consolidating the skills and expertise you have already gained, it's time to start using them. Perhaps you want to sit on a board and gain confidence in governance work, or you might want to be appointed to a team leading position. Maybe you want to get your own business underway now that you have gained some skills in business management. You won't get it right first time, most of us don't, so learn from each experience and keep adding to your skill base as you go. The key is knowing your goal, making it achievable and sticking to it. Persistence really does make a difference!

A goal is an outcome:

Where do you want to be, or what do you want to be able to do, by your review date?

"I want to get my business running."

"I want to become a team leader."

"I want to write a regular blog."

"I want to run for parliament."

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### **SKILL - I will focus on improving my**

### **skills**

A skill is something you "do": web design, public speaking, writing, networking, team leading.

You're still in the early stages of your leadership career, so you will have a strong focus on basic skill building for many years. There is so much to learn. Remember, you don't have to know it all now, take your time and get good at one or two things before moving onto the next skill. Practice the skills you've learned and add another one or two that will help you consolidate the new position you want to achieve.

Check out [On Demand](#) which has many short courses and webinars which are skill based.

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## QUALITY - I will become more

A quality is “how” you are. What type of person are you? What quality do you want to grow? Think patience, generosity, supportive, listen, boldness, risk taking, calm, considered, etc.

You are now moving forward in your leadership career, its time to start working hard on your personal qualities. This is something you will keep doing for the rest of your life, so don't feel you have to do it all right now. Select a quality that will be useful to help achieve your goal. Perhaps you already find this quality easy and want to be more conscious of using it, perhaps it's a quality you struggle with and really want to get strong at using every day. Whatever quality you select, remind yourself every day about it, bring it to the front of your thinking every now and then so that you become more conscious in using it and embed in how you operate.

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## INQUIRE - I will be curious about

What specific area will you read, watch videos, listen to speakers, find articles, learn from experts about? Keep it tight and keep it relevant to your goal.

Perhaps you want to dig deeper into a skill or area that you focussed on last year, or maybe its time to broaden your horizons and start thinking big on strategy, communications and how the world works? Stretch into a new zone so you can keep learning to view the world differently. Don't forget to give your brain downtime by reading a novel every now and then. As your leadership develops you also need to develop how your life balances.

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### Summary Table

|                 |
|-----------------|
| Goal            |
| Skill           |
| Quality         |
| Area of Inquiry |

I will make it happen by doing:

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Put your review date in your calendar now. Check in with yourself every month to monitor your progress.

Use the DLI members community to share progress and keep your momentum going.

The Disability Leadership Institute has many online courses and webcasts for you to access in your own time. They are skills based and will assist with your skill development.

Check out Represent if you are interested in becoming an effective representative for your community, organisation or company. This course is a must for change makers and social change agents.

The Future Shapers will change everything about the way you approach your leadership by shifting the focus from horizontal skills to vertical attributes based leadership.