

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

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## My Personal Leadership Development Plan

### **Experienced leader**

Your leadership career is well advanced. You have people who look to you for guidance, you are mentoring others, and you influence the world around you. You see what needs to happen and take responsibility for making change, including harnessing others to work with you. You have very little time for yourself and prefer to put time and energy into the development of others. Your own development regularly takes a back seat.

Now is the time to keep working on your own leadership development so that you move forward with passion and enthusiasm, continuing to inspire and support those around you.

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:**

You are an expert in your field and operate at a senior level. Perhaps it's time to start considering personal disruption. Consider what will keep you invigorated and operating at your peak. Is it a new field, a major new challenge, or perhaps a new location? Where do you want to go next? Think you know it all? Now is the time to remind yourself that you don't.

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 becom

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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.

As an experienced leader you have plenty of skills and you know how to use them. Consider what you need to keep your skills fresh. If you're thinking about personal disruption, then what skills will you need in your new field that complement your existing list? At this stage of your leadership career, skills are something you use unconsciously, so maybe it's time to focus on something you are already doing well to give it a turbo boost.

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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.

This becomes the major focus area for experienced leaders. Its all about “how” you operate and how you influence the people around you. How you respond to situations both expected and unexpected. Find time to pause and reflect on how your leadership is perceived. What personal attributes will take you to the next level?

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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.

Your continuing curiosity is what makes you a good leader. Remember you are an example to those around you. If you keep learning you are giving them permission to do so as well. Find time to read regularly, to watch the latest videos in your area of interest. Read a novel every now and then to give your brain a break. Your area of inquiry is about you, not your team and its needs, not what you need to know to keep up with trends, its about you and what you are passionate to learn more about.

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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.

Consider expressing interest in the Future Shapers – the world’s premier disability leadership program. This will take you out of your box and get you to the next level of leadership.