

Promotion, development, support - for leaders with disabilities

My Personal Leadership Development Plan

Getting Started

Congratulations on getting starting with your leadership career!

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)*:

My current leadership goal is:

While you're getting started your goal might be to learn the skills to sit on a board, or perhaps you want to be appointed to a team leading position. Maybe you are hoping to get the right connections to land the appointment of your dreams? We all start somewhere. 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."

SKILL - I will focus on improving my

skills

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

While you are getting started you will have a strong focus on basic skill building. There is a lot to learn. You don't have to do it all now, take your time and get good at one or two things before moving onto the next skill. Start with core leadership skills like networking or speaking up.

Check out On Demand which has many short courses and webinars which are skill base

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.

While you are getting started your focus is on skill building, but don't forget to still put some time into what kind of leader you want to be. Select just one quality for this plan.

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.

This might be related to the skill you are focussed on building, while you are getting started. Read more about good networking, how networking works, and how to make it work for you. Perhaps you want to read, or do a short course, about governance and how boards work? Focus on learning about the skills that you are building while you are getting started.

Summary Table

Goal
Skill
Quality
Area of Inquiry

I will make it happen by doing:

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.