

Promotion, development, support - for leaders with disabilities

My Personal Leadership Development Plan

Stepping up to the next level of leadership

Your leadership career is well underway. Its likely you have a team or people who look to you for leadership. You take responsibility and make things happen in the world around you. You have good skills and qualities and are keen to keep growing more. You look around you and see where you can apply influence to bring positive change. You are recognised as a leader. You are asked to be involved because you make a difference. You are in demand.

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:

Wow! You are stepping up to the next level and have a big year ahead of you. You've got good skills and expertise, and you are also starting to have influence and confidence. The things that got you here won't be what you need to step up and go beyond. Start thinking about how you do your leadership, rather than what you know. Your goal will reflect this. Stepping up isn't just doing more of the same, its shifting how you do it so that your leadership starts to shine. Its time for action!

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."

SKILL - I will focus on improving my

skills

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

Don't just go harder, go different. Think of a skill that you already have and take it to the next level with you. Now that you're stepping up its time to trust those skills and let them work for you. You've put a lot of time and energy into getting here and the focus is now shifting to the next level. Keep growing new skills, just let them take a back seat to the qualities and attributes that you continue to work on at this stage.

QUALITY - I will become more

This is your big focus area as you step up to the next level. Think of a leader/s that you admire. Why do you admire them? What leadership qualities do they have that you would like to grow in yourself? Select only one and focus on it every day, build it until it becomes part of you. Think of a whole person quality that you will use every day, and which will assist you to achieve your goal. It might be a quality that you already have and want to grow further, it might be one that you struggle with and would like to really nail as you move onward in your leadership career.

INQUIRE - I will be curious about

Think about examining the way other leaders operate, check out how the masters do their work. Perhaps you need to keep up with the latest business, leadership or people trends. Your area of inquiry will be at a higher, big picture level at this stage of leadership development. What are you passionate about?

Don't forget to read a novel every now and then to give your whole brain time to think and absorb.

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.

Summary Table

I will make it happen by doing:

Goal
Skill
Quality
Area of Inquiry

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.