

Guidelines for Your Personal Leadership Development Plan Paper

The purpose of this assignment is to provide you with an opportunity to assess your strengths and areas where opportunities for improvement may exist as they relate to your effectiveness as a leader.

In Seminar I we examined your ethical code of conduct as a guide to you as a leader of self and of others. We also shed light on your personal strengths related to your personality and work preferences. That focus was to help you find your fit as a leader in the work place and to also identify the types of work environments in which you would not likely find value or meaning. You also examined how your strengths and work preferences may affect how you lead others—what will be more natural for you and what you may tend to miss when leading others.

In Seminar II, we examine how you lead and influence others. Here you will receive 360° feedback relating to how you view yourself and how others view your leadership effectiveness. The feedback you receive is intended to help you identify gaps where you may opt to improve your leadership effectiveness when working with others. In addition to the feedback you receive from the Turnkett assessment, and the text, *Decent People Decent Company* by R Turnkett and C Turnkett. You will also gain many insights from your reading of the Kouzes and Posner text, *The Leadership Challenge*. In that text you will find many opportunities to develop additional leadership skills. Finally, in Seminar II, we will review methods to increase your social networks, and you will be encouraged to initiate a strategic social networking plan.

Thus, all of the above should help you identify a minimum of 7 leadership gaps that you aim to specifically address in your own personal leadership development plan.

An example of a format for your submission of your leadership development plan is appended to this introduction.

You are requested to take an authentic look at yourself based on the above and the feedback you receive from others in our class, and develop your plan.

Your initial draft of your plan will be due to be sent to two others in your ELT no later than 4/10.

Your final submission of it is due to the Assignment Drop Box no later than 4/20.

It will be graded based on the following:

Grammar and Clarity of Writing:

0=Needs improvement, not graduate level to 5= Clearly written and well organized

Evidence based Gaps to Address:

0=Lack of evidence from readings or assessments to 10=Solid evidence of need for improvement

Clarity of Plan:

0=Unclear actions to be taken and lack of accountability to 15=Very sound plan and accountability

Below is a brief example. Your plan should reflect more evidence based reasons for the gaps that you have identified.

Leadership Development Action Plan (Example)

Name: _____

Selected Leadership Model Component: Leading Self				
Selected Practice to be Addressed and Why	Activities (What will I actually do to develop this practice?)	Strengths (How can I leverage my talents/strengths in these activities?)	Success (How will I know that I am more effective at this practice?)	Target Completion Date (When will I complete this?)
<p>Sharing your Leadership Point of View</p> <p>There are new members of the leadership team who need to understand the organizational culture and values.</p>	<p>I will clarify the values or "operating principles" that are important for me and my team to live by. I will ask the team to do the same exercise in order to determine where there are areas of agreement and to seek consensus around those ideas that are at variance. I will be seeking opportunities to demonstrate how we are living our values.</p>	<p>As a Learner, I have read widely on the subject of leadership and reflected on what my core values are, so I am able to articulate my operating principles.</p>	<p>I will audit my daily routines, daily calendar, and agendas to ensure that I am modeling and communicating shared values.</p>	<p>Within a month, I along with my team will have developed current operating principles.</p>