

Leaders 481-DL Personal Leadership Development Plan

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Abstract

This is a personal leadership development plan that will be a guiding tool that I will subscribe. It is based on my key learning on leadership from this course. The premise of the assignment is to develop a leadership philosophy and explain the philosophy in use. Additionally there is a self-assessment that will reflect the key tenants of the philosophy and a personal development plan that will serve as a road map to ensure clarity on steps to be taken to live the leadership philosophy that has been constructed.

Personal Leadership Philosophy Specifics

The core of my personal leadership philosophy is centered on focus, drive, and determination. Perseverance is the underlying energy that gives me desire to press on in the bleakest light. The body of the leadership philosophy is centered on character, confidence, optimism, wisdom, vision, and respect for peers, integrity, and patience to see objectives through.

Leadership Philosophy Characteristics	Reason for presence in Personal Leadership Philosophy
Character	As a leader one needs to be prepared for challenges and obstacles beyond their furthest imagination. Having strength of character will be the backbone of the philosophy, as it will drive assertiveness and proper decision-making under pressure.
Confidence	A leader needs to be capable and believe in themselves before they are to lead others. To be effective one needs to be confident.
Optimism	A glass half full mentality will need to be present in this leadership philosophy. Hope, while can be overly used is essential to connect with followers.
Wisdom	Simply, knowledge is power. Having wisdom to have a short-term view and long-term view will be the intellectual strong hold of this leadership philosophy.
Vision	A leader must have vision to drive change and manage the transitions when leading a group.
Respect for peers	Simply, when showing respect, you receive respect. To be a respected leader this philosophy it must be understood that having respect for peers will drive continuity and build strength in the team.
Integrity	We learned about moral and ethical standards when approaching leadership models. This model will incorporate an ethical standard to ensure a level of integrity.
Patience to see objectives through	A leader needs to understand completing objectives and meeting end points take time. The saying patience is a virtue holds true for this leadership model. An understanding that “Rome was not built over night” and that having patience for things to materialize will be a valuable asset in personal leadership philosophy.

How can your philosophy be used & when:

The eight tenants prescribe to as leadership characteristics; Character, Confidence, Optimism, Wisdom, Vision, Respect for peers, Integrity, and patience to see objective through can be broken down to fit into the three philosophy categories of communicating, managing change, and providing feedback.

(A) Communicating? (Confidence; Optimism; Wisdom; Vision)

“The speaker just didn’t seem *authentic*.” (Morgan, 2008). A large part of successful communication is about being authentic. When communicating it is about delivering your aims to an audience so they can follow train of thought and buy in to your belief system. That said, confidence, optimism, wisdom, and vision are all tenants of the philosophy that can assist with communication. To gain the belief of others you have to have the confidence and presence for yourself. One should communicate with intellect and carry a vision that others can participate in and carry forward. Evaluating authenticity further, a look at the authentic leadership model will serve tremendous value. The following are characteristics of authentic leaders: authentic leader’s exhibit genuine leadership, authentic leaders lead from conviction, authentic leaders are original, not copies, authentic leaders base their actions on their values (Northhouse, 2010). These characteristics are closely associated with communication and fall in line with the philosophy characteristics of confidence, optimism, wisdom, and vision.

(B) Managing change? (Patience to see objective through)

Change is not the same as transition. *Change* is situational. *Transition* is the psychological process people go through to come to terms with the new situation. (Bridges, 1991). Patience to see objective through is important when managing change and transitions. To allow oneself to go through the psychological process of transition so that *change* can occur, one needs to

allow themselves to have patience. Patience to see objectives through is important when managing change and transitions. “Rome was not built over night” and that having patience for things to materialize will be a valuable asset in personal leadership philosophy.

(C) Providing feedback? (Respect for peers; character; integrity)

For leaders, providing feedback is a continuous process. We learned about different leadership styles; path-goal, style, and situational leadership being three of them. In these models to help carry them forward it is important to maintain respect for peers, have character, and integrity in action and in the facilitation of communication. Leadership is a process whereby an individual influences a group of individuals to achieve a common goal. (Northhouse, 2010). Additionally we learned about five type of power (referent, expert, legitimate, reward, and coercive) (Northhouse, 2010). These can be evaluated again as we look at providing feedback as can be exhibited when providing feedback. Having respect for peers is important, they are team members and should with the same respect to which you would like to be treated. Having character is important to have class under different circumstances and take the higher road. Integrity is having moral and ethical standards when providing feedback in a constructive manner.

Personal Leadership Philosophy Self-Assessment

Completed Assessment with Score:

I completed the assessment and scored an 89 out of a possible 120 on the assessment. Clearly there is room for improvement on my end. However, I am not disappointed in my score as I made an effort to create a challenging assessment that allows me to grow should I leverage it at a later date. I answered the questions honestly and this was difficult in itself to do. When you complete assessments, you want to verge more in one direction, however, if you do so there is room for

performance error. I believe this score is appropriate and I have outlined in the development

Personal Leadership Philosophy (PLP)			
Instructions: Read each item carefully and think about how often you engage in the described behavior. Indicate your response to each item by entering a number 1-5 in the space provided.			
Character	Score	Comments	Key
(1) You are grateful and humbled by the opportunities bestowed upon you	4		1 = Never
(2) You treat the opportunity to lead and work with others to reach their goals as a blessing	3	It depends on the goals and tasks associated to reach the goals	2 = Seldom
(3) The saying "nothing last forever, make the most of today" has value to you	4		3 = Occasional
Confidence			
(1) You feel great when called upon to complete a task	4		4 = Often
(2) You are willing to reach out to a complete stranger (or subject matter) expert to get information that will be helpful in decision-making	3	It depends on what the questions are and their degree of separation	5 = Always
(3) You are comfortable with the idea of leading a group of individuals	4		
Optimism			
(1) The saying "let not the best days be behind us" has value to you	5		
(2) You engage in activities with the belief that you will come out ahead or victorious	3	I do not like to be overly optimistic, but I prepare to do well and have follow through and believe that is the most important	
(3) You believe in the saying "there will be a brighter day"	4		
Wisdom			
(1) When making a decision you think through your past experience to help reach reasonable conclusions	3	I would like to do this more	
(2) Researching information to gain technical knowledge of a subject before engaging in conversation is important	4		
(3) You prefer cognitive and analytic capabilities over emotional intelligence	3	I believe a balance is important	
Vision			
(1) You set aside time to plan for future events or occurrences	4		
(2) You consider yourself to be a forward thinker	4		
(3) You are able to put clarity on the "big picture"	4		
Respect for Peers			
(1) You are willing to take advice from others as you make a decision	3	It depends on how critical the decision is and the outside impacts	
(2) If you feel you are not best suited to make a decision you are happy default to a peer you believe that is more capable	3	It depends on what the long term gain/loss	
(3) When a peer performs well on a task you go out of your way to acknowledge or congratulate them on their accomplishment	4		
Integrity			
(1) If you believe something goes against your personal values, you make a comment	4		
(2) You are willing to call someone out if you believe they are breaking an ethical code	4		
(3) You spend time reviewing the employee code of conduct and ask questions if you are uncertain on material within the employee handbook	3	I would like to spend more time doing so	
Patience to see objectives through			
(1) If a task requires you to stay in the office an additional 2 hours, you are willing to spend the additional time	4		
(2) If you need to work a weekend to get the job done right, you will make the time	4		
(3) After engaging in conversation about a subject or presenting material to another party, you spend the time to follow up with the parties to ensure there is clarity on the subject matter	4		
Your results on the PLP gives you data on where you stand in each category of traits associated with the PLP. Character, Confidence, Optimism, Wisdom, Vision, Respect for Peers, Integrity, and Patience to see objectives through all make up the PLP. Some areas you will be stronger than others. This is a core set to serve as a guiding light and the questions asked are to make you think about how you act in certain situations or your perspective on certain statements. Some you may "never" or "seldomly" participate in. This is okay. These are areas where you can track improvements over time. Please feel free to use the comments section to put additional thoughts you may have about the question asked or follow up items you want to address as a result of completing the questionnaire.			
			Character
			11
			Confidence
			11
			Optimism
			12
			Wisdom
			10
			Vision
			12
			Respect for peers
			10
			Integrity
			11
			Patience to see objectives through
			12
			Total
			89

opportunities where I believe there is the most room for improvement.

Assessment Questions:

Character:

- (1) You are grateful and humbled by the opportunities bestowed upon you
- (2) You treat the opportunity to lead and work with others to reach their goals as a blessing
- (3) The saying "nothing last forever, make the most of today" has value to you

Confidence:

- (1) You feel great when called upon to complete a task
- (2) You are willing to reach out to a complete stranger (or subject matter) expert to get information that will be helpful in decision-making
- (3) You are comfortable with the idea of leading a group of individuals

Optimism:

- | |
|---|
| (1) The saying "let not the best days be behind us" has value to you |
| (2) You engage in activities with the belief that you will come out ahead or victorious |
| (3) You believe in the saying "there will be a brighter day" |

Wisdom:

- | |
|---|
| (1) When making a decision you think through your past experience to help reach reasonable conclusions |
| (2) Researching information to gain technical knowledge of a subject before engaging in conversation is important |
| (3) You prefer cognitive and analytic capabilities over emotional intelligence |

Vision:

- | |
|---|
| (1) You set aside time to plan for future events or occurrences |
| (2) You consider yourself to be a forward thinker |
| (3) You are able to put clarity on the "big picture" |

Respect for Peers:

- | |
|---|
| (1) You are willing to take advice from others as you make a decision |
| (2) If you feel you are not best suited to make a decision you are happily default to a peer you believe that is more capable |
| (3) When a peer performs well on a task you go out of your way to acknowledge or congratulate them on their accomplishment |

Integrity:

- | |
|---|
| (1) If you believe something goes against your personal values, you make a comment |
| (2) You are willing to call someone out if you believe they are breaking an ethical code |
| (3) You spend time reviewing the employee code of conduct and ask questions if you are uncertain on material within the employee handbook |

Patience to see objectives through:

- | |
|---|
| (1) If a task requires you to stay in the office an additional 2 hours, you are willing to spend the additional time |
| (2) If you need to work a weekend to get the job done right, you will make the time |
| (3) After engaging in conversation about a subject or presenting material to another party, you spend the time to follow up with the parties to ensure there is clarity on the subject matter |

What does the self-assessment indicate to you as development opportunities?

The categories where I scored the lowest were "wisdom" and "respect for peers". While I believe I have lots of valuable knowledge, I believe you are always learning and wisdom is apart of a maturation process. I do have respect for my peers and this area of leadership happens over time

and relationships are formed and trust develops on a team. Respect for peers is a gradual evolution that occurs as tasks are completed with success and the group reaches unanimous consensus on items as they reach their objectives.

What is the “inspiration” for your assessment? (Self-Assessments throughout class? Other assessments you have taken?)

The inspiration for the assessment is mostly a self-evaluation and I believe leaders need to exhibit these characteristics in different means for followers to buy in over time in a leaders capabilities and chances for success. Additionally, I like to see these characteristics exhibited in the peers I work with and believe individuals that exhibit these core values are good for the culture of an organization.

What are your future plans for this assessment?

I have no future plans as of now with the assessment. I would like to reevaluate the questions asked in the assessment to ensure I am following them and/or have a grasp for them in a capacity that will serve to be valuable at a later period. I believe working on this development plan will make me a stronger individual and if I do find success with the plan I will share it with my peers or further discuss the plan with others to refine the model.

Personal Development Plan

Development Goal 1: To build greater trust in my network (Respect for peers)

Activity – To take the time to participate in more “outside” activities to get to know my peers on a more personal level

Timeframe: To begin ASAP

Activity – To “never eat alone”. I spend a lot time at my desk. I would like to spend more time to get to know my peers, perhaps at lunch, would be a good start.

Timeframe: To begin ASAP

Activity – To defer more to my peers or gain insights from them in the decision making process

Timeframe: To begin ASAP

Development Goal 2: To be knowledgeable on subject matters before conversation (wisdom)

Activity – Do preliminary research before going into conversation on a specific subject matter

Timeframe: ASAP

Activity – To continuously read and be a sponge for knowledge

Timeframe: ASAP

Activity—Take the time to reflect

Timeframe: ASAP – It is important to be reflective to have knowledge to make appropriate decisions.

Development Goal 3: To be more self confident

Activity – Have a greater conviction in my beliefs

Timeframe: ASAP

Activity – Work on communicating my ideas with coherence. This will mean to take the time to map out my ideas before I work to communicate them.

Timeframe: ASAP

Activity—To have greater optimism and act with character

Timeframe: This is ongoing and apart of maturity; it will continue to develop overtime.

Reflection

What did you learn from completing this assignment?

This assignment like many of the others we have completed over the course of the term force me to ask hard questions of myself and put clarity on what I should look for as well as what I should aspire to be as I work to become a better leader. I believe this is a work in progress and that over time if I utilize this development plan I will become stronger, in turn I will be able to share my strengths with others in the name of team. In this reflection I would like to go back to the concept of “the sum is greater than the parts”. I revisit this concept as I believe the characteristics presented in this development plan an individual can work towards but the link that drives a team to true success is not being “above” the team. These characteristics are presented in a light to ground an individual and focus on what is important in

the efforts to reach greater successes. While the personal development plan says ASAP for many of the factors, it is true that I would like to begin working on the development plan in the immediate timeframe. This will mean having patience; however, as it is a part of the model, it will be helpful and will give personal perspective to the time it takes to really follow through with the objectives ahead.

How can you use what you have learned to become a more effective leader?

Following this development plan over time can help me become a more effective leader. One of the characteristics presented is to have patience to see objectives through. This holds true for this development plan as well. It is important that I have patience with the plan. Again, I have stated to begin working ASAP on the immediate development goals, but also to understand the goals will have their progressions and there will be bumps in the road to ultimate success. To be an effective leader the tenants of this model need to be the embodiment of the focus, drive, and determination to press on.

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