

## Personal Development Plan + Peer Coaching

Please cover the following items thoroughly, demonstrating good critical thinking, insight, and effort.

1. **Please choose a development goal that relates to global leadership development.** What can you improve in yourself that relates to helping others develop their global leadership? Be specific about what you want to develop.
2. Explain why this goal is a learning edge for you and is important for your personal development and career plans. Does it currently cause you any difficulty?
3. How would you describe your current skill level in the competency/skill you've chosen to develop? If possible, use the feedback from your assessments and previous experiences to support your analysis.
4. Write a thorough action plan to improve one of your major weaknesses. What specifically will you do to develop this weakness by the end of the course? Action plans should be specific and measurable. Here's a good example:

*"I am going to take a more active role in team meetings so I can learn to develop fellow team members into global leaders. I will volunteer to be the team lead at work. In all meetings, I am going to make at least two process interventions in each meeting to help the team function more effectively. I will also encourage each team member to take on a greater leadership role at some point during the semester. To prepare myself, I am going to carefully observe other employees and grad students who are excellent leaders. I will read two articles on team process skills and two articles on developing global team leadership. I will also design an evaluation form on my team participation and ask my team to use it to evaluate my facilitation skills after meetings. Based on their feedback, I will continue working on possible weak areas during the rest of this course."*

5. Hold a weekly coaching session with your peer coach and discuss your progress.
6. Send an email to Dr. Osland every week on the specified dates, telling me what you have done to work on your action plan and reporting any progress. What are you learning about yourself in the process? Be honest – if you weren't successful, just describe what you tried to do and how it actually worked out. You will not be graded on these unless you are clearly blowing off this requirement– you will be graded on whether or not you sent in an acceptable email.

To support you in staying with your PDP (Personal Development Plan) and holding one another accountable, please have a check-in conversation with your partner. This will help you understand how the practice is working for you and help you to develop yourself and others as global leaders. Please follow these instructions.

### **Peer Coaching Session + Report**

(every week or two depending on the length of course)

Contact your partner and set up a 30-minute time period to talk.

1. In the call, discuss the following questions with your partner (15 minutes each)
  - a. What have you each found from doing your particular practice? What has shifted in the competency or skill you identified? What has this 'caused' in your life? What effects or outcomes have you noted?
  - b. If you have not pursued your practice, or done so very infrequently, where do you think the resistance or difficulty has come from? Can you together, identify ways around the difficulty or resistance?
  - c. Are there any adjustments that you need to make in your practice (e.g., frequency; resources, etc.)?
  - d. What will help you continue your practice beyond the course? How will you know when the competency or skill is as strong as you need it to be?
  - e. Remember to employ good coaching skills during this conversation.
2. Write a brief summary/progress report of what you learned from the conversation/check-in with your partner and what you will do going forward as a result.

### **Final PDP Report**

At the end of the course, write and upload a 2-page report on your efforts and results related to your action plan. Answer each of the following questions thoroughly (include the questions as headings).

1. What specifically did you do to improve yourself?
2. How did that work out - how were you successful or unsuccessful?
3. Why did you obtain these results?
4. What was the impact of your peer coaching experience?
5. What have you learned about yourself as a consequence?
6. How are you planning to apply in your career what you've learned about developing this skill?