

# Extraordinary Leader Development Plan

## 1. My Strengths*(Which Differentiating Competencies do I demonstrate closest to the 90<sup>th</sup> percentile?) page 25*

- Can always be counted on to follow through on commitments (4.58)
- Is careful to honor commitments and keep promises (4.42)
- Is trusted by others to use good judgement when making decisions (4.42)

## 2. Potential Fatal Flaws*(Do I have a serious deficiency in any of the Differentiating Competencies?) page 26*

- Does an excellent job of marketing projects, programs or products (2.8)
- Brings to the group a high level of energy and enthusiasm (2.92)

## 3. Passion and Organizational Needs*(How will I make a unique and lasting contribution?)*

- Collaboration and teamwork
- Develops others
- Inspires and motivates others to high performance
- Champions change

## 4. Competencies to Strengthen*(Which 3-5 Differentiating Competencies represent priorities for development?)*

- Displays high integrity and honesty
- Solves problems and analyzes issues
- Drives for results
- Builds relationships
- Develops others
- Inspires and motivates others to high performance

## 5. Development Priority*(List your highest priority competency.)*

- Displays high integrity and honesty

## 6. Competency Companions*(Which Competency Companions make the most sense to work on? Why?) page A-10*

- Building trust
- Inspires and motivates others

## 7. Ideas for Development*(How will I practice new skills and behaviors to increase my leadership effectiveness?)*

- Meet with peers: first about findings, then regularly about other topics
- Meet with employees outside of direct reports
- Convey personal passion to the group
- Ask direct reports what inspires and motivates them

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### 8. Turning Ideas Into Action *(Which ideas will I implement?)*

My development goal(s):

- Build positive relationships

Specific Actions I will take: meet with at least two peers-no specific agenda. If I can positively help with/affect the big issues we are dealing with I think that will go a long way in building trust. Also meet with non-direct reports (the tendon team would be the best because they are offsite and I rarely see/speak with them).

Date by which I will complete the goal:

- 2/8/19

Ways to keep my focus on this goal:

- Schedule it in Outlook

Potential barriers/obstacles:

- Peer travel, meetings, literally daily issues that “pop up” and need immediate attention

How to overcome them:

Phone calls, schedule in Outlook (so a new meeting can't be booked), have team text me for urgent issues instead of expecting an immediate email response

Support/resources I may need:

- Mentor support for the larger issue=how to handle certain situations.