

# Leadership Development Plan

## Leader Information

Name:	
Date:	
Department:	
Company/Title:	
Supervisor:	

## SECTION 1: Envisioning yourself as an exceptional leader

Discuss your **personal leadership vision** - what do you want to create for yourself and those around you?  
What type of leader would you like to be in 3 years and how does it reflect your purpose and passions?

List three leadership behaviors or practices that set you apart from others.

#1:

#2:

#3:

Identify three blind spots you have identified within your own leadership behavior.

#1:

#2:

#3:

How do you plan to manage your leadership blind spots in the future?

#1:

#2:

#3:

## SECTION 2: Accelerate your learning by envisioning the future

When reflecting on section 1 (YOUR VISION) and section 2 (YOUR BLIND SPOTS), what learning agenda or opportunities will help you move your leadership vision into reality? For example, shadowing, mentoring or training programs.

#1:

#2:

#3:

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(Google: Difference in a MISSION STATEMENT and VISION STATEMENT before completing this section.)  
Write your personal mission statement. Tactical ideas that will help you accomplish your personal leadership vision.

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Re-write your personal mission statement incorporating your learning agenda and your burning passion.

### SECTION 3: Search for leadership opportunities

List three tough decisions or critical leadership situations. How would you approach these opportunities differently in the future in order to achieve more effective results?

#1:

#2:

#3:

### SECTION 4: Align your department with the organization and then take risks

Select three strategic improvement opportunities for your department that will provide the largest return for both your department and the organization. What are they? How will you accomplish them? Whose help will you need?

#1:

#2:

#3:

### SECTION 5: Assessment Discoveries

Complete the “Chiseling A Leader” Leadership assessment and then discuss how you feel the results can assist as a coaching tool toward your leadership vision. [www.BrianTownley.com/Assessment](http://www.BrianTownley.com/Assessment)

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## SECTION 6: Create coalitions, recognize contributions, and celebrate victories

Identify current supporters and opponents, discuss three actions that could convert an opponent to supporter?

#1:

#2:

#3:

A key dimension for **effective leadership** involves reinforcing and establishing trust. Describe what constitutes “trust” under your leadership.

## Expectations and Commitment

Format your leadership vision into a timeline schedule you will commit to.

Now that you have completed your Leadership Development Plan, you are ready to meet with your mentor and/or coach and discuss your plan. What would you like the objective of that first meeting to be and how committed are you to this process?