

development plan.

Overview

Welcome to your Executive Development Plan, the heart of your management and leadership development process. Regardless of your objectives or timeline, your development plan contains the four components we use to guide us on the journey to successfully achieving your goals. These are:

1. Client Profile
2. Objectives
3. Methods
4. Progress

Executive Development plans are designed to help you get to a desired place in your organizational journey, stressing effectiveness and leadership training. When paired with an Add-On Development Program, plans and ongoing coaching are focused on a specific domain or dimension.

development plan.

< Projects

Development Plan — Executive



development plan. Coaching Plan.

Coaching Term:

Meeting Frequency:

Primary Concerns:

Metrics + Milestones:

Add-On:

development plan. Routine.

Personal Mission Statement:

Personal Mission Statement:

Where will I be in 1 Year, Personally?:

Where will I be in 1 Year, Professionally?:

Personal Vision Statement:

Professional Vision Statement:

Where will I be in 10 Years, Personally?:

Where will I be in 10 Years, Professionally?:

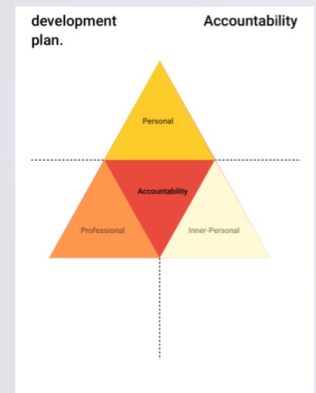
development plan. Accountability.

Daily Mindfulness Task:

Daily Growth Habit:

Weekly Reflection:

Monthly Progress Check:



development plan. Progress.

Progress Tracker:

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-
-
-
-

development plan. Progress.

This line plot is used to identify the domains and dimensions this development plan measures. The solid middle line represents "Neutral", "Middle", or "Average", and dashes towards the positive and negative signs indicate capability, capacity, or current status.

development plan. Leadership.

Leadership Mission Statement:

Leadership Values:

Leadership Effectiveness:

Leadership Phases: Hero Facilitator Guide

Strengths + Deltas:

Δ

development plan. Leadership Interview.

Story Resonation:

Story #1: Rate: 1 2 3 4 5

Story #2: Rate: 1 2 3 4 5

Story #3: Rate: 1 2 3 4 5

Social + Emotional IQ:

Human Values	Trade Relations	Emotional Competence	Empower/Mentor	Accountability
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Communicating Vision:

Leadership Phases: Hero Facilitator Guide

development plan. Methods.

Objective:

Evaluate:

Analyze:

Act:

Synthesize:

Resources:

Resources:

Resources:

The How Cycle: Evaluation Exploration Action Feedback

development plan. Methods.

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development plan. Objectives.

Short Term Objective: Difficulty: 1 2 3 4

Time: 0-3 Months

Mid Term Objective: Difficulty: 1 2 3 4

Time: 3-12 Months

Long Term Objective: Difficulty: 1 2 3 4

Time: 12+ Months

Growth Habit:

Habit:

development plan. Client Profile.

Methods Instructions:

- Evaluator/Facilitator:** When we set an objective, we should first imagine ourselves in that state. This is a constant task and the mental imagery should be updated regularly. Start with a 2 minute visualization task and record your findings in the Evaluation box.
- Analyze/Research:** This critical thinking section focuses on the personal and environment dynamics an individual should be aware of regarding their selected objective. This task should be thorough, but brief, as analysis paralysis can quickly take hold.
- Act:** The longest and most frequently used section. Actions should be prioritized over Analysis. In the Action phase, the idea is to constantly generate momentum through efforts contribute to achieving one's desired objective.
- Synthesize:** Also known as feedback, the Synthesize section takes the results of the Action and compares against the Evaluation + Analysis stages.
- Resources -/+:** In order to accomplish objectives, appropriate resources must be identified. "+" indicates those resources already in possession or easy access and "-" indicates resources not yet possessed or difficult to access. Resources include knowledge, certificates, capital, and relationships, among others.

development plan. Client Profile.

Conceptual/Critical Thinking: Δ ∞

Communication: Δ ∞

S/E IQ: Δ ∞

Alternate: Δ ∞

development plan. Client Profile.

Conceptual/Critical Thinking: + Δ

Communication: + Δ

S/E IQ: + Δ

Alternate: + Δ

development plan. Client Profile.

Personal:

Professional:

SUCCESS

