

# LEADERSHIP DEVELOPMENT PLANNING™

LEADERSHIP  
CIRCLE®

**NAME:****DATE:****Leadership Development Plan (Pulse-Ready)****INTRODUCTION**

This plan lays out an overall intention for my own leadership, as well as improvement goals I am declaring for and pursuing.

The goals are intended to be realistic and practical. At the same time, they represent a stretch for me as a leader. They will help me to deepen my own approach to leadership and strengthening my positive impact on others.

I will regularly review this plan and keep it updated to ensure it reflects my latest thinking, and that I am implementing against it and applying my learning.

**BACKGROUND ON MY LEADERSHIP**

I've based my development work on insights gained through my Leadership Circle Profile assessment, on feedback I've received in other formal and informal ways, and on my own candid introspection.

**Key insights about my leadership** that will inform my actions and my ongoing development:

MY VISION

Ultimately, my development is guided by a grand, multi-year vision of who I want to be as a leader. As I move toward my One Big Thing, I will step more fully into my vision, and perhaps illuminate it further from a new perspective.

My vision of what I'm trying to bring to pass through my leadership shows the following characteristics:

- 1. **Personal.** This vision comes within me, and it's a picture of how I see my own purpose manifesting itself into my future.
- 2. **Specific.** I call it out so that when this vision is achieved, I will know it and others will know it.
- 3. **Strategic.** Not limited by the constraints of current reality. Sets direction to enable the organization to excel into the future.
- 4. **Lofty.** This vision appeals to my deepest values, highest aspirations and personal sense of purpose – and those of the people whom I lead.
- 5. **Collective.** This vision calls for me to influence and be influenced, to distill and refine, creating a shared sense of purpose and direction.

In creating my vision, I ask myself:

- What would I do or create if I could – if I knew I could not fail and would not be fired?
- What is it that most wants and needs to happen in the system in which I find myself?
- What will exist in two years that does not exist now? In five years?
- Where will I be, who will I become, and what will I have accomplished?

My current articulation of my vision:

WHY MY VISION IS IMPORTANT TO ME	WHY IT'S IMPORTANT TO THE ORGANIZATION/ BUSINESS

Over the next 3-9 months, I will focus on a specific overarching goal and selected behaviors in my leadership development. This will go hand-in-hand with a Vision I hold in my mind for what I want my leadership to be long-term, and an awareness of how, if I'm not mindful, I may get in my own way.

MY “ONE BIG THING” GOAL

My *One Big Thing* goal is a statement about my leadership that, if it became strongly true, would unlock my leadership and take it to a new level. Attaining this would materially change others’ experience of me as a leader, and my positive impact in my leadership. It is aspirational, representing a stretch for me, which is why I’m declaring for it and inviting others to help me via ongoing feedback.

Word the goal using the format, “As a leader, I [articulate the characteristic you want to exhibit].”

For examples of One Big Thing goals, [click here](#)

*For brevity and clarity, attempt to make this goal statement in less than 10-12 words.*

MY ONE BIG THING GOAL	WHY THIS IS IMPORTANT TO ME <i>(impact on business results, my own leadership, personal life, etc.)</i>
As a leader, I...	

**Key approaches**, experiments, or steps I’ll take toward my One Big Thing goal (practices, habits, rituals, shifts, etc.):

MY “ONE BIG LIABILITY”

Each of us has Reactive tendencies that, unless we are conscious and deliberate, can interrupt our effectiveness by commanding energy and attention. I ask myself, “What pattern of thought/behavior do I exhibit that, if I let it go, would free me to take my leadership to a new level?” My best current articulation of that One Big Liability is the following:

ONE BIG LIABILITY STATEMENT	HOW THIS LIMITS MY EFFECTIVENESS AS A LEADER
I have a tendency to...	

SPECIFIC BEHAVIORS

I will focus on one behavior to START or do more, and one to STOP or do less. They are not the only behaviors I will modify in pursuit of my One Big Thing goal and preventing my One Big Liability from derailing me, but I will give these two behaviors special focus and hold myself accountable for them.

*Capture your goals by just stating the action phrase in the present tense. For brevity and clarity, attempt to make this goal statement in less than 10-12 words.*

START BEHAVIOR <i>Creative side, observable, new emphasis for me</i>	STOP BEHAVIOR <i>Reactive side, observable, gets in the way</i>
Example: Speaks up when he has concerns, even when it makes people uncomfortable	Example: Blames others when things don't go well

## TRACKING MY DEVELOPMENT PROGRESS

I will track my progress toward achieving my One Big Thing Goal and identified behaviors by actively soliciting feedback from others who are in a position to observe and inform me.

I'm identifying an "Accountability Circle" of 5-8 trusted individuals on whom I will rely to give me feedback on my One Big Thing and behaviors. This may include some of those I recruited as raters for my 360 profile. These are people whose opinion I respect, who are in a position to observe my leadership behavior on a regular basis, and who are willing to provide me with candid feedback on what they see.

<b>NAME:</b>	<b>EMAIL:</b>
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<b>NAME:</b>	<b>EMAIL:</b>

*I will discuss my overall intent and specific goals with these people and ask them to provide me with frequent feedback on how I'm doing.*

**Noteworthy accomplishments** or additional insights based on feedback that I receive:

## USING THIS LEADERSHIP DEVELOPMENT PLAN

I will:

- Regularly review this plan (at least monthly) to ensure I'm acting and learning to improve my leadership.
- Update the plan to reflect my most current thinking and to record the progress that I am making.
- Share the plan with others who can provide additional insights and feedback (e.g., my Accountability Circle, my boss, my coach).