

# Personal Leadership Development Plan

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Virginia Network Senior Leadership Seminar

Fall 2017

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# Senior Seminar is your development opportunity.

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- 3 opportunities for you:

1. **Knowledge:** Higher education in VA (history, funding, politics, etc.)
2. **Networking:** Professionals across the State in similar and/or aspirational positions
3. **Leadership development** (a newer and growing component):
  - Personal Leadership Development Plan (vision and aligned actions) (October)
    - Self-reflective component
  - VIA character strengths to support your development (January)
  - Emotional Intelligence to better understand your awareness/management of self/others (May)
  - Coaching and/or mentoring

# Personal Leadership Development Approach

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## Provides you with a beginning:

- Create a compelling vision -- based on your unique passions, interests, and experience
- Develop a roadmap – with deliberate actions and timeframe
- Utilize resources – the plan, the assessments, coaching/mentoring, networking



Your leadership career development is your responsibility to own.

## Homework - Career Vision of Senior Leader

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- From your lunch table discussions, share out:
  - What you learned from your discussion with a senior leader about their vision?
  - Common themes

# Crafting: a new approach

- Herminia Ibarra, author of *Working Identity*

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  - Conventional career strategy – Analyze, plan and execute your way into a new career
    - Assumption: first must “know” what you want to do before you act
  - Unconventional strategy – “Knowing is the result of doing and experimenting.... trying on possible selves.”
- **Crafting** – “not so much thinking and reason as involvement, a feeling of intimacy and harmony with the materials at hand, developing through long experience and commitment. Formulation and implementation merge into a fluid process of learning through which creative strategies evolve...” Henry Mintzberg, McGill University
- **Network** provides you with an invitation to begin crafting your future.

80% of Success is based on creating a clear,  
inspiring vision

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- “We are kept from our goal not by obstacles, but by a clear path to a lesser goal.” Robert Brault



# Elements of a compelling personal vision

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- “What could be?”

- *Highly desired* – this is what I really want; this is who I am – a calling
- *Aspirational* – a stretch, beyond what you think is possible, audacious
- Provides deep, unique, *personal* meaning – who am I; what are my values; what do I aspire to
- Inspires, taps into *passions* -- provokes emotions, inspiration
- *Concrete* – able to be visualized; tangible
- Provides *direction and focus* – what is a good fit; what do I plan to achieve
- *Future focused and long-term* - 5–10 year horizon
- Rooted in *core competencies and experience* – strengths, achievements, etc.
- *Sustainable* – holds up to challenges over time



# visualize yourself in your ideal future

Questions 1-3 in Plan

- **Individual** work – (10 min)
  1. Write an inspiring vision statement with some audacity
  2. Create a vivid image of how I want to be – see it, touch it
  3. One word – how I want to feel

*Ask yourself on a scale of 1-10 how motivated, confident, etc*
- **Partner** work to deepen the vision (15 min each)

Tell me, tell me more, describe it more, how does it feel, what excites you about it – *Asking, listening, clarifying*
- *Journal*



Align yourself: Acting from *Inspiration*



# Power of Possibility:

## DESIGN MINDSET

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- “Too many of us believe the world is to be discovered, rather than a product of our own construction...”
  - Ellen Langer, author of *Mindfulness, Counter Clockwise, On Becoming an Artist*
- Growth mindset – open to what is possible: exploring, experimenting and enjoying: “crafting”
- Design questions: (implied possible)
  - “What will it take?”
  - “How might I?”

# What's already working & How might I

1. Grounded in *strengths and appreciation*, rather than negativity/deficit
  - 2 minute brainstorm in workbook
2. *How might I.....*
  - Off the top of my head 3 major steps to achieve my vision are:

# Why setting goals often fails

Amy Cuddy, Harvard psychologist, author of *Presence*

- Unrealistic or poorly planned goals – too big, too distant
  - Without the realization that achievement “requires millions of little steps in between...”
- Embrace the process > outcome
- Break the big goal down into incremental steps in the right direction that are easier to accomplish



# Designing small, intentional acts

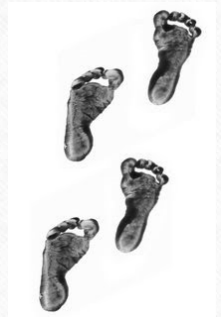
## Moving from “thinking” to “doing” mindset

*The One Thing* by Gary Keller

“Success is sequential, not simultaneous.”

“Extraordinary results through zeroing in on your focus.”

What's the one thing, no matter how small,  
that will make everything easier?



*Career success: Iterative, reflective discovery  
process through venturing out*



# Grit: Critical to Your Success

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“perseverance and  
passion for long-term  
goals”

Grit is having stamina  
and sticking with your  
future.

Angela Duckworth



# Coaching is an awareness-building process.

- “Partnering with another in a thought-provoking, creative process that inspires the coachee to maximize her potential” - help people identify what they want, work through difficulties and make positive changes
  - Coach asks the coachee to set the agenda and define the desired outcome
    - Asks open-ended questions and listens deeper than the words spoken
    - Shares observations of what the coachee may be experiencing in the moment
  - Through the process the coachee comes to new awareness
    - Identifies relevant actions that she is willing to commit to that move her in the direction of her self-defined goals.
    - Action and outcome oriented – accountability element
  - Coachee does the work!



# Mentoring

- A professional relationship in which an experienced person (the mentor) supports and encourages a person to develop specific skills and knowledge that will maximize their business potential and improve their performance. In short, it is the transfer of knowledge, skills and experience.

Complete Coaching/mentoring Request Form



# Networking

- Exchange of and access to information/expertise/experience/opportunities
- Support team
- Genuine relationship building
- “Know, like and trust” factor
- Learning mode
- Receiving and giving

Sharing



# Personal Development Homework

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- Continue to fine-tune personal vision/actions – more specific, concrete
- Complete one significant action toward vision and reflect
- Coaching/mentoring session – we will reach out to you
- Complete VIA Character Strengths: free
  - <http://www.viacharacter.org/www/Character-Strengths-Survey>

# Closing

- Share out your “One Thing”